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WORKING CONDITIONS

in Canada, 1958

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FOREWORD

This report draws together in tabular form information on working conditions of employees in most Canadian industries. The information presented is secured from the Survey of Working Conditions conducted in April of each year by the Economics and Research Branch of the Department of Labour.

These surveys secure information on conditions of employment in manufacturing, mining, public utilities, transportation and communication, trade, finance and service. Employers in these industrial groups are asked to report on the practice in their establishments regarding standard hours of work, vacations with pay, statutory holidays, overtime provisions, pension and group hospital-medical plans, and other conditions of employment.

The report was prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, Department of Labour. Much of the credit for its production must be given to approximately 12,000 employers who co-operated in completing the survey questionnaire. To them we express our appreciation.

W. R. Dymond,
Director,
Economics and Research Branch,
Department of Labour.

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TECHNICAL NOTES

The term "working conditions", as used in the present survey, designates those conditions of employment other than wages or salaries which enter into the contracts, formal or informal, between workers and their employers in a given plant, office or undertaking. It does not refer to the physical conditions of the work place, such as ventilation, light, heat, work space or sanitation. The survey does not attempt to cover all items of working conditions each year. Those items such as hours of work, paid statutory holidays, and vacations, which together with rates of remuneration are important aspects of a worker's take home earnings, are dealt with each year; other items are dealt with less frequently, depending upon their current importance in labour management relations.

Coverage and Scope of Survey:

The survey of working conditions is conducted by means of a mailed questionnaire sent out as of April 1 each year to some 13,500 individual business establishments in Canada. Most of these establishments employ more than 15 workers, and this report is based on returns covering about one and three quarter million workers in manufacturing, mining, public utilities, transportation, communication, trade, finance and insurance, and service.

Concepts and Definitions:

Employers are asked to submit separate reports for each of their "establishments". By "establishment" is meant an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus, the establishment is, typically, a factory, mine, store or similar unit; while in most cases it is a separate firm, it should be noted that the term "establishment" is not necessarily synonymous with "firm" or "company". In some cases it is necessary for an employer to group information for two or more of his operating units on one survey return; in other cases it is necessary to complete separate returns for individual departments of his undertaking, although each may not be a separate entity in the usually accepted sense. For the sake of uniformity, therefore, the term "reporting unit" is used throughout this report.

Reporting units are classified in accordance with the industrial descriptions contained in Standard Industrial Classification Manual, issued by the Dominion Bureau of Statistics. Since some firms manufacture a variety of products or provide services of different kinds, there are cases where certain of the establishments of such firms are placed in different industrial classifications. Each reporting unit is requested to indicate on the questionnaire its specific activity or activities in order of importance by value of product or service. The whole unit is then classified according to the activity listed first.

For most items on the questionnaire, employers participating in the survey are asked to report separately for non-office and office workers. The term "non-office" is meant to include production, maintenance, technical and custodial workers. Non-office employees in manufacturing are referred to as plant workers.

Clerical, administrative and professional workers are classed as office workers. In a few industries the division of employees differs somewhat. In retail trade, for instance, the groups are "sales", "office" and "other" employees, and in certain of the transportation groups, employers are asked to report separately for "operating", "office" and "other". Operating employees include drivers, crews, etc., while terminal employees, maintenance workers, warehouse men, etc., are classified under "other".

Compilation Procedure:

Returns are edited for errors and inconsistencies; the replies which they contain are then punched on mechanical tabulation cards. Information in regard to the various items, classified by industry and/or geographical area, is then compiled by means of mechanical data processing machines.

Tabular Presentation:

The tables in this report are in the form of frequency distributions of employees according to the conditions reported by the reporting units in which they are employed. In tables 1 and 2 distributions of reporting units are also given; these tables also contain comparable figures for 1957, whereas the remaining tables deal with 1958 only.

Those who use this report should note that respondents to the survey questionnaire, are requested to report on working conditions as these apply to the majority of their employees, in each of the classes enumerated above. For this reason it cannot be deduced, for instance, from Table 1 that 67.5 per cent of the non-office employees in manufacturing in Canada as covered by the 1958 survey, work a standard schedule of 40 hours per week. It could be said however, that 67.5 per cent *are in establishments in which the 40 hour week is the standard schedule for the majority of non-office employees*. Similarly, in Table 1, 69.3 per cent of the total are in plants reporting pension plans for non-office employees; this does not necessarily mean that this percentage of employees is covered by such plans.

For manufacturing, the largest industrial group covered by the survey, distributions are given for both non-office and office employees by province and by its 17 major sub-divisions. An additional industrial distribution of the figures for non-office employees is given in Table 5. In this table, the columns with italicized headings contain information for selected smaller sub-divisions of manufacturing. These sub-divisions are shown immediately to the right of the major group of which they form a part.

Confidential Nature of Survey:

Information received by the Department from respondents to the Survey of Working Conditions is given on a confidential basis, and is used only for the compilations of statistical aggregates; care is exercised to avoid revealing the identity of any individual respondent. Finer distributions of the information contained in the report, as well as information on industries not shown herein are available on request, subject to the limitations required to protect the confidential replies of participating employers.

T A B L E S

Table 1. - MANUFACTURING - Canada - Plant Employees

All percentages in the table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are shown at the end of the table.

	Reporting Units		Plant Employees	
	1958	1957	1958	1957
Standard Work Week	%	%	%	%
Under 40 hours	3.7	2.3	2.6	1.6
40 hours	48.2	45.1	67.5	64.7
Over 40 hours and under 44	8.4	9.3	9.3	11.1
44 hours	10.4	10.4	4.2	4.5
45 hours	10.4	11.6	7.5	8.8
Over 45 hours and under 48	3.0	3.4	1.7	1.6
48 hours	7.5	8.2	4.1	4.4
Over 48 hours	6.9	8.2	3.1	3.3
On a 5-day week	74.7	72.8	88.3	88.4
Vacations With Pay				
Two weeks	86.4	84.0	95.4	94.8
After: 1 year	28.9	24.6	22.9	17.8
2 years	15.4	14.9	13.8	12.6
3 years	17.0	16.6	28.3	29.5
5 years	21.2	23.7	27.8	31.5
Other periods	3.9	4.2	2.6	3.4
Three weeks	46.6	40.5	72.6	67.6
After: Less than 10 years	4.5	1.4	3.7	0.9
10 years	6.2	4.8	7.8	5.2
11 - 14 years	1.6	1.1	3.6	2.1
15 years	26.8	24.6	49.7	50.4
20 years	4.5	5.1	4.0	4.9
Other periods	3.0	3.5	3.8	4.1
Four weeks	6.8	5.2	14.6	12.4
After: 25 years	4.8	4.3	10.8	10.0
Other periods	2.0	0.9	3.8	2.4
Paid Statutory Holidays	88.9	89.9	96.7	96.6
1 - 5	11.8	13.5	9.5	10.9
6	6.8	7.3	6.2	7.4
7	10.5	11.6	11.2	10.9
8	42.7	40.8	52.3	53.4
9	13.2	12.5	14.4	11.0
More than 9	3.9	4.2	3.1	3.0
Pension Plans	43.2	41.2	69.3	68.5
Proportion of premium borne by employer:				
Nil	0.3	0.4	0.6	0.7
Less than 50%	1.9	1.6	1.8	1.7
50%	23.4	22.0	28.0	26.3
51 - 99%	5.8	5.4	10.3	9.4
100%	7.7	7.5	22.7	24.1
Not stated	4.1	4.3	5.9	6.3
Group Life Insurance	73.6	72.1	89.7	89.1
Proportion of premium borne by employer:				
Nil	1.4	2.0	1.8	3.7
Less than 50%	9.9	9.1	11.3	10.3
50%	33.8	32.3	37.3	34.9
51 - 99%	10.0	11.2	12.5	14.0
100%	12.3	11.2	17.6	17.3
Not stated	6.2	6.3	9.2	8.9

Table 1. - MANUFACTURING - Canada - Plant Employees

All percentages in the table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are shown at the end of the table.

	Reporting Units		Plant Employees	
	1958	1957	1958	1957
Cash Compensation for Wage Loss due to Illness	%	%	%	%
Proportion of premium borne by employer:	61.1	57.3	81.6	79.2
Nil	2.3	2.8	3.0	5.7
Less than 50%	6.6	6.0	9.1	8.6
50%	28.1	26.5	31.4	27.9
51 - 99%	7.2	8.0	9.5	11.6
100%	10.1	8.4	19.7	17.9
Not stated	6.8	5.6	8.9	7.5
Hospitalization	78.5	77.0	88.4	87.5
Proportion of premium borne by employer:				
Nil	11.5	14.1	8.2	10.6
Less than 50%	9.0	8.2	10.9	10.5
50%	31.1	28.4	33.4	28.6
51 - 99%	7.9	8.9	11.5	13.5
100%	9.8	8.2	15.8	14.6
Not stated	9.2	9.2	8.6	9.7
Surgical Benefits	75.8	75.6	89.7	89.6
Proportion of premium borne by employer:				
Nil	6.8	8.4	5.2	6.7
Less than 50%	9.3	8.4	12.3	11.0
50%	34.7	33.6	37.6	33.9
51 - 99%	8.3	9.4	11.4	13.3
100%	8.9	7.7	15.1	14.2
Not stated	7.8	8.1	8.1	10.5
Physicians' Services in Hospital	66.1	64.7	78.6	77.5
Proportion of premium borne by employer:				
Nil	6.2	8.2	5.2	6.8
Less than 50%	8.2	7.2	11.4	9.3
50%	30.0	28.5	33.1	29.7
51 - 99%	6.9	7.3	9.2	10.4
100%	7.5	6.2	12.6	12.0
Not stated	7.3	7.3	7.1	9.3
Physicians' Home and Office Calls	41.3	39.5	51.9	51.8
Proportion of premium borne by employer:				
Nil	3.4	4.0	2.0	2.5
Less than 50%	4.0	3.9	7.0	6.1
50%	20.2	19.0	23.7	21.9
51 - 99%	4.2	4.5	4.8	6.2
100%	5.1	4.4	10.0	10.0
Not stated	4.4	3.7	4.4	5.1
Major Medical (Catastrophe Insurance)	8.0	8.1	9.7	11.9
Proportion of premium borne by employer:				
Nil	0.4	1.0	0.5	2.4
Less than 50%	0.9	0.6	1.3	0.9
50%	3.5	3.2	4.4	3.5
51 - 99%	1.1	1.4	1.3	2.1
100%	0.8	0.8	1.0	1.8
Not stated	1.3	1.1	1.2	1.2

Table 1. - MANUFACTURING - Canada - Plant Employees

— Concluded —

	Reporting Units		Plant Employees	
	1958	1957	1958	1957
Premium Rates	%	%	%	%
Rate of remuneration for work performed as:				
(1) Overtime				
Time and one-half	79.3	(2)	92.2	(2)
Other rates	14.5	(2)	6.3	(2)
No information or no payment	6.2	(2)	1.5	(2)
(2) Work on Saturday or alternative 6th day <i>(if on a 5-day week)</i>				
Straight time	7.9	(2)	5.6	(2)
Time and one-half	52.3	(2)	73.9	(2)
Double time	4.0	(2)	2.8	(2)
Other rates	2.1	(2)	1.5	(2)
No information or no payment	8.4	(2)	4.5	(2)
(3) Work on Sunday or alternative 7th day				
Straight time	8.0	(2)	4.8	(2)
Time and one-half	29.4	(2)	37.6	(2)
Double time	30.5	(2)	41.7	(2)
Other rates	3.3	(2)	3.4	(2)
No information or no payment	28.8	(2)	12.5	(2)
(4) Work on paid statutory holidays (1)				
Straight time	8.8	(2)	3.7	(2)
Time and one-half	10.6	(2)	7.5	(2)
Double time	27.2	(2)	23.4	(2)
Double time and one-half	22.7	(2)	44.9	(2)
Triple time	5.3	(2)	10.2	(2)
Compensating time off	1.7	(2)	0.8	(2)
Other rates	1.0	(2)	0.7	(2)
No information	17.2	(2)	6.7	(2)
Eligible for higher than straight time rates for overtime work:				
(1) after any work outside regular hours	54.9	(2)	75.1	(2)
(2) only if a standard week has been worked.....	19.0	(2)	14.2	(2)
Bonus and Profit Sharing Plans				
Bonus plan (year-end or Christmas)	30.5	(2)	19.8	(2)
Profit sharing plan	4.1	(2)	4.6	(2)
Basis of sharing stipulated	2.9	(2)	3.1	(2)
Industrial Medical Services				
Preplacement medical examination	16.5	(2)	48.3	(2)
Emergency care in establishment	33.0	(2)	67.2	(2)
Home visits by nurse	5.5	(2)	14.3	(2)
Periodic medical examinations:				
(1) of all employees	8.9	(2)	23.1	(2)
(2) of certain classes of employees only ...	5.7	(2)	20.5	(2)
Frequency of examinations:				
(1) annually	8.6	(2)	23.7	(2)
(2) more frequently than annually	1.6	(2)	5.8	(2)
(3) less frequently than annually	4.1	(2)	12.1	(2)
Survey Coverage	No.	No.	No.	No.
	6,240	6,105	758,424	804,953

(1) Regular holiday pay plus payment for work performed.

(2) Not available for 1957.

Table 2. — MANUFACTURING — Canada — Office Employees

All percentages in the table denote proportions of the total number of reporting units and office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Reporting Units		Office Employees	
	1958	1957	1958	1957
Standard Work Week	%	%	%	%
Under 37½ hours	28.5	26.4	25.7	23.2
37½ hours	22.1	21.2	41.3	41.1
Over 37½ hours and under 40	7.7	8.0	9.9	8.9
40 hours	21.6	21.5	18.9	21.7
Over 40 hours and under 44	4.0	4.8	1.8	2.3
44 hours	7.0	7.4	1.5	1.6
Over 44 hours	5.8	6.8	0.9	1.2
On a 5-day week	74.8	72.1	93.4	92.1
Vacations With Pay				
Two weeks	90.2	88.9	98.9	98.7
After: 1 year	67.5	67.9	89.4	91.2
2 years	14.5	13.0	5.9	5.2
3 years	2.9	2.5	1.1	0.9
5 years	3.7	4.1	1.4	1.1
Other periods	1.6	1.4	1.1	0.3
Three weeks	44.3	39.0	82.0	76.4
After: Less than 10 years	4.8	2.1	4.4	2.9
10 years	7.3	5.9	16.1	11.8
11 — 14 years	1.4	1.1	4.3	2.5
15 years	24.8	22.8	51.7	52.2
20 years	3.5	4.0	3.3	3.9
Other periods	2.5	3.1	2.2	3.1
Four weeks	7.8	6.1	20.4	16.1
After: 25 years	5.6	4.8	14.2	12.2
Other periods	2.2	1.3	6.2	3.9
Paid Statutory Holidays	89.4	94.1	98.3	99.6
1 — 5	5.4	6.1	2.2	2.6
6	5.1	5.1	2.3	1.7
7	9.9	11.2	8.7	9.4
8	44.7	44.9	58.3	61.0
9	16.7	17.9	22.1	19.5
More than 9	7.6	8.9	4.7	5.4
Pension Plans	45.4	43.4	82.8	81.3
Proportion of premium borne by employer:				
Nil	0.3	0.3	0.5	0.2
Less than 50%	2.3	2.0	2.5	2.7
50%	25.6	24.2	37.8	34.8
51 — 99%	7.0	6.1	14.4	13.6
100%	5.8	5.9	19.7	22.5
Not stated	4.4	4.9	7.9	7.5
Group Life Insurance	72.1	70.8	93.8	93.5
Proportion of premium borne by employer:				
Nil	1.5	2.0	2.0	3.7
Less than 50%	10.3	9.4	12.6	12.9
50%	32.9	31.6	37.8	33.9
51 — 99%	9.6	10.7	10.5	13.1
100%	11.8	11.1	21.0	20.8
Not stated	6.0	6.0	9.9	9.1

Table 2. - MANUFACTURING - Canada - Office Employees

-Continued-

	Reporting Units		Office Employees	
	1958	1957	1958	1957
Cash Compensation for Wage Loss due to Illness	%	%	%	%
Proportion of premium borne by employer:				
Nil	48.6	46.8	62.6	62.6
Less than 50%	1.9	2.4	3.5	5.7
50%	5.6	5.3	6.6	5.9
51 - 99%	22.0	21.3	21.3	18.2
100%	5.8	6.4	6.3	8.1
Not stated	7.7	6.9	18.7	18.0
	5.6	4.5	6.2	6.7
Hospitalization	76.7	75.6	92.1	92.0
Proportion of premium borne by employer:				
Nil	11.4	13.8	9.7	11.4
Less than 50%	9.5	8.5	11.6	10.2
50%	29.9	27.6	35.4	31.4
51 - 99%	7.4	8.3	9.8	12.9
100%	9.6	8.5	18.6	17.0
Not stated	8.9	8.9	7.0	9.1
Surgical Benefits	74.3	74.0	93.1	93.1
Proportion of premium borne by employer:				
Nil	7.0	8.5	6.7	8.0
Less than 50%	9.7	8.6	12.7	10.2
50%	33.5	32.4	38.8	34.9
51 - 99%	7.8	8.7	9.8	13.0
100%	8.6	8.0	18.1	16.7
Not stated	7.7	7.8	7.0	10.3
Physicians' Services in Hospital	65.6	64.2	83.8	82.6
Proportion of premium borne by employer:				
Nil	6.5	8.2	6.8	8.1
Less than 50%	8.6	7.4	11.6	9.0
50%	28.9	27.4	33.6	29.9
51 - 99%	6.6	7.2	8.7	11.1
100%	7.6	6.8	16.5	15.0
Not stated	7.4	7.2	6.6	9.5
Physicians' Home and Office Calls	41.0	38.9	56.2	55.5
Proportion of premium borne by employer:				
Nil	3.6	4.0	2.4	3.1
Less than 50%	4.2	3.9	7.0	6.3
50%	19.5	18.5	24.4	21.5
51 - 99%	4.0	4.3	4.3	6.9
100%	5.2	4.7	13.5	12.5
Not stated	4.5	3.5	4.6	5.2
Major Medical (Catastrophe Insurance)	10.2	9.6	18.9	22.4
Proportion of premium borne by employer:				
Nil	0.8	1.4	2.3	6.6
Less than 50%	1.5	0.8	2.1	2.9
50%	3.8	3.6	7.1	4.6
51 - 99%	1.6	1.6	2.5	4.6
100%	1.0	1.0	1.3	2.4
Not stated	1.5	1.2	3.6	1.3

Table 2. — MANUFACTURING — Canada — Office Employees

— Concluded —

	Reporting Units		Office Employees	
	1958	1957	1958	1957
Overtime Compensation	%	%	%	%
Compensating time off	46.9	30.1	79.2	62.5
Extra monetary payment:				
at straight time	11.6	6.7	12.3	9.0
at time and one-half	7.9	7.5	16.9	14.9
Other (including flat rate of fixed amount per hour)	13.5	12.9	34.1	29.4
Transportation allowance	3.0	1.8	3.7	7.9
Meal allowance	3.8	5.8	6.6	8.7
Meals	19.8	24.0	33.2	40.1
Bonus and Profit Sharing Plans				
Bonus plans (year-end or Christmas)	45.4	(1)	30.4	(1)
Profit sharing plans	4.6	(1)	5.9	(1)
Basis of sharing stipulated	3.4	(1)	3.5	(1)
Industrial Medical Services				
Preplacement medical examination	16.5	(1)	55.1	(1)
Emergency care in establishment	33.0	(1)	71.5	(1)
Home visits by nurse	4.5	(1)	16.3	(1)
Periodic medical examinations:				
1) of all employees	8.9	(1)	23.5	(1)
2) certain classes of employees	5.7	(1)	26.5	(1)
Frequency of examinations:				
(1) annually	8.6	(1)	28.2	(1)
(2) more frequently than annually	1.6	(1)	5.5	(1)
(3) less frequently than annually	4.1	(1)	14.2	(1)
Survey Coverage	No.	No.	No.	No.
	6,240	6,105	226,973	224,941

(1) Not available for 1957.

Table 3. — MANUFACTURING — By Province — Plant Employees

All percentages in this table denote proportions of the total number of plant employees covered by the Survey in the respective provinces. These coverage figures are given at the end of the table.

	Nfld.	P.E.I.	N.S.
	%	%	%
Standard Hours Per Week			
Under 40 hours	—	—	1.0
40 hours	51.7	38.8	61.4
Over 40 hours	48.3	61.2	37.6
On a 5-day week.....	69.1	22.7	68.9
Vacations With Pay			
Two weeks:	80.0	90.5	83.8
After: Less than 3 years	55.1	67.8	30.4
3 years	2.9	22.7	31.1
More than 3 years	22.0	—	22.3
Three weeks:	54.1	22.7	39.3
After: Less than 15 years	—	—	4.8
15 years.....	53.1	22.7	27.3
More than 15 years.....	1.0	—	7.2
Four weeks:	1.0	—	3.1
After: 25 years	1.0	—	—
Other	—	—	3.1
Paid Statutory Holidays			
1 — 7	65.6	37.3	39.7
8	7.5	52.9	41.0
9	5.7	3.1	7.2
More than 9	3.4	—	2.2
Overtime Rates			
Time and one half	88.9	51.4	83.2
Other rates	8.3	31.1	13.8
No information or no payment	2.8	17.5	3.0
Conditions for premium rates:			
(1) Any work outside regular hours	90.2	47.7	76.6
(2) Only after standard week has been worked.....	2.3	—	3.8
Pension Plans			
Employer makes contribution	52.9	38.5	58.2
Contribution of 50%	52.4	38.5	53.5
Contribution of 100%	21.2	32.4	30.1
0.5	0.5	—	0.3
Group Life Insurance Plans			
Employer makes contribution	68.3	93.5	91.3
Contribution of 50%	65.7	43.1	80.2
Contribution of 100%	39.3	34.2	31.4
1.0	1.0	—	8.8
Cash Compensation for Wage Loss due to Illness			
Employer makes contribution	42.9	63.9	72.7
Contribution of 50%	41.0	63.9	60.8
Contribution of 100%	37.0	49.8	28.0
—	—	—	4.4

Table 3. — MANUFACTURING — By Province — Plant Employees

All percentages in this table denote proportions of the total number of plant employees covered by the Survey in the respective provinces. These coverage figures are given at the end of the table.

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
%	%	%	%	%	%	%
0.9	2.3	2.5	2.9	6.9	4.4	4.5
48.7	55.9	73.0	67.3	65.3	65.9	90.2
50.4	41.8	24.5	29.8	27.8	29.7	5.3
53.1	84.9	93.4	79.5	76.4	70.8	96.5
79.7	93.3	96.9	99.2	97.5	99.0	97.4
32.1	27.5	29.1	50.2	97.0	96.6	92.8
10.1	26.0	35.5	44.2	0.3	2.0	1.0
37.5	39.8	32.3	4.8	0.2	0.4	3.6
43.7	66.8	79.4	59.6	85.4	67.8	76.9
3.9	10.2	13.3	7.9	74.0	14.8	50.0
33.3	45.5	58.9	39.0	11.4	52.2	26.4
6.5	11.1	7.2	12.7	—	0.8	0.5
3.0	15.6	16.6	5.7	12.0	12.7	9.0
1.0	9.2	14.4	2.0	6.0	5.0	7.3
2.0	6.4	2.2	3.7	6.0	7.7	1.7
57.9	43.8	17.5	21.5	2.9	11.0	13.3
22.9	36.0	66.5	48.0	62.6	49.1	43.5
9.4	10.1	13.3	10.8	27.0	27.1	38.9
0.2	6.3	0.4	16.5	2.6	9.5	1.3
68.3	94.4	91.5	81.5	95.7	97.9	97.9
27.7	3.6	7.4	16.5	3.2	1.4	0.7
4.0	2.0	1.1	2.0	1.1	0.7	1.4
62.9	71.0	76.2	67.9	80.0	81.9	86.3
10.9	19.7	12.3	17.1	8.9	12.6	8.5
54.3	65.6	74.7	55.6	62.6	72.7	64.1
52.9	59.9	72.2	52.5	59.5	68.3	59.4
29.2	29.0	24.7	31.7	36.0	42.5	38.0
10.4	15.4	33.2	5.8	6.5	10.4	10.6
83.5	88.2	93.0	73.5	91.8	90.4	83.4
72.3	80.3	85.3	68.2	78.8	81.6	74.9
42.0	34.5	35.7	36.3	41.1	45.8	57.4
1.4	10.2	26.3	9.9	12.7	9.0	7.2
61.1	80.4	85.2	66.9	78.0	77.8	81.6
48.8	68.7	75.9	59.5	65.2	69.4	75.9
24.9	27.3	29.8	40.2	46.4	43.6	51.2
7.6	14.2	27.1	6.7	10.9	15.2	12.8

Table 3. - MANUFACTURING - By Province - Plant Employees

- Concluded -

	Nfld.	P.E.I.	N.S.
	%	%	%
Hospitalization	54.2	98.3	89.9
Employer makes contribution	51.1	64.1	64.1
Contribution of 50%	16.0	55.2	27.6
Contribution of 100%	30.4	-	3.7
Surgical Benefits	53.8	93.6	88.3
Employer makes contribution	51.5	62.7	68.7
Contribution of 50%	15.9	53.8	29.0
Contribution of 100%	30.4	-	6.7
Physicians' Services in Hospital	52.4	89.9	80.1
Employer makes contribution	49.4	62.7	63.9
Contribution of 50%	15.2	53.8	27.7
Contribution of 100%	30.4	-	4.0
Physicians' Home and Office Calls	45.2	71.8	72.1
Employer makes contribution	43.6	55.7	57.8
Contribution of 50%	11.7	46.8	23.1
Contribution of 100%	30.3	-	3.9
Major Medical (Catastrophe Insurance)	0.8	6.1	2.2
Employer makes contribution	-	-	2.2
Contribution of 50%	-	-	0.2
Contribution of 100%	-	-	0.8
Bonus and Profit Sharing Plans			
Bonus plan (year-end or Christmas)	11.5	16.0	17.4
Profit sharing plan	-	22.7	2.3
Basis of sharing stipulated	-	-	2.3
Industrial Medical Services			
Pre-placement medical examinations:.....	54.9	-	38.9
Emergency care in establishment	60.0	-	52.7
Home visits by nurse	0.1	-	11.9
Periodic medical examinations:			
(1) of all employees	51.2	-	12.3
(2) of certain classes of employees only	1.4	-	21.8
Frequency of examinations:			
(1) annually	32.0	-	28.2
(2) more frequently than annually	1.6	-	-
(3) less frequently than annually	19.0	-	5.8
Survey Coverage	No.	No.	No.
Reporting units	58	13	208
Non-office employees	5,906	652	17,471

Table 3. — MANUFACTURING — By Province — Plant Employees

— Concluded —

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
%	%	%	%	%	%	%
91.4	93.2	98.2	89.3	35.7	91.1	12.1
65.2	75.6	87.6	59.9	25.1	67.7	10.5
19.1	33.5	38.3	34.3	22.1	45.0	4.9
2.6	6.7	26.2	4.0	1.0	3.5	2.8
88.5	90.6	91.4	78.3	74.4	89.5	85.4
65.1	74.4	85.3	58.7	57.7	78.4	82.6
20.2	33.1	38.3	35.2	43.1	53.3	55.1
1.5	6.5	24.7	3.3	5.1	3.8	3.4
77.7	74.0	80.0	75.0	66.7	87.8	91.9
62.3	59.5	74.4	54.0	50.7	69.9	88.8
18.8	27.0	33.5	32.5	38.1	48.8	57.0
0.7	4.9	21.1	3.0	2.8	1.6	2.4
23.9	27.8	58.7	72.3	64.2	80.7	90.6
21.0	25.3	55.2	52.2	47.4	62.8	83.8
8.9	12.6	25.1	32.5	35.9	44.0	53.8
—	2.0	17.8	2.1	2.8	1.3	2.3
1.8	11.5	9.4	9.8	8.6	8.5	9.4
1.7	9.6	7.8	9.2	6.5	5.3	8.4
0.7	4.1	4.6	2.8	3.3	3.1	7.7
—	0.6	1.5	—	0.9	0.3	0.5
30.4	17.1	21.4	23.5	23.4	25.4	15.9
2.6	1.5	6.8	4.8	9.8	5.9	3.3
2.4	0.5	5.0	0.9	9.6	0.9	2.8
27.4	50.2	53.2	26.1	16.5	42.7	30.7
52.3	67.5	72.2	37.8	27.7	45.9	68.0
16.3	15.1	15.8	2.6	4.9	23.6	7.1
20.5	29.1	23.2	11.1	3.5	21.9	5.8
4.0	16.3	25.3	11.2	10.7	4.8	20.8
11.1	27.6	24.4	13.6	5.4	16.2	13.0
—	4.4	7.7	3.3	2.3	1.5	6.5
13.5	11.4	14.6	5.4	5.0	9.5	3.9
No.	No.	No.	No.	No.	No.	No.
138	1,646	2,769	387	164	260	595
11,680	242,103	372,928	24,968	6,892	18,537	57,223

Table 4. – MANUFACTURING – By Province – Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey in the respective provinces. These coverage figures are given at the end of the table.

	Nfld.	P.E.I.	N.S.
	%	%	%
Standard Hours Per Week			
Under 37½	28.0	—	50.7
37½ hours	35.6	—	15.6
Over 37½ hours	36.4	100.0	33.7
On a 5-day week	83.8	26.3	69.2
Vacations With Pay			
Two week:	95.9	97.8	96.1
After: Less than 3 years	95.9	97.8	95.0
3 years	—	—	0.2
More than 3 years	—	—	0.9
Three weeks:	62.9	26.4	51.8
After: Less than 15 years	2.2	—	11.6
15 years	60.3	26.4	33.1
More than 15 years	0.4	—	7.1
Four weeks:	2.0	—	9.9
After: 25 years	2.0	—	0.2
Other	—	—	9.7
Paid Statutory Holidays			
1 – 7	66.8	30.2	16.6
8	6.4	59.3	61.4
9	3.4	7.2	13.0
More than 9	12.0	—	3.8
Overtime Compensation			
Compensating time off	65.1	10.4	43.0
Extra monetary payment	53.9	8.2	11.2
at straight time	—	—	17.9
at time and one-half	8.2	—	4.0
other (incl. flat rate of fixed amount per hour)....	1.9	—	1.8
Transportation allowance	0.8	—	6.0
Meal allowance	1.1	—	11.9
Pension Plans			
Employer makes contribution	65.2	40.1	68.2
Contribution of 50%	64.3	40.1	66.7
Contribution of 100%	31.7	37.9	32.6
3.8	—	—	0.6
Group Life Insurance Plans			
Employer makes contribution	76.5	94.5	92.4
Contribution of 50%	74.1	45.0	82.5
Contribution of 100%	42.0	42.3	20.8
2.0	—	—	6.0
Cash Compensation for Wage Loss due to Illness			
Employer makes contribution	34.7	72.5	51.2
Contribution of 50%	33.8	72.5	43.3
Contribution of 100%	32.6	59.4	8.7
—	2.7	—	4.1

Table 4. — MANUFACTURING — By Province — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey in the respective provinces. These coverage figures are given at the end of the table.

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
%	%	%	%	%	%	%
31.9	30.4	24.9	18.1	14.6	17.0	11.7
15.1	42.6	42.5	30.4	23.1	29.3	48.3
53.0	27.0	32.6	51.5	62.3	53.7	40.0
73.0	91.2	97.3	84.0	75.9	79.1	92.0
96.5	98.3	99.3	98.6	98.8	99.0	97.3
95.0	94.2	95.7	93.6	98.5	98.9	97.0
0.9	1.4	0.9	4.9	—	—	—
0.6	2.7	2.7	0.1	0.3	0.1	0.3
48.1	80.0	86.2	65.9	89.1	69.3	80.8
6.5	18.2	28.3	9.3	74.5	21.8	36.8
34.8	54.3	53.4	40.1	14.6	45.8	42.7
6.8	7.5	4.5	16.5	—	1.7	1.3
9.2	23.4	20.4	12.2	15.9	20.0	15.5
6.8	13.2	16.0	7.7	8.5	13.1	12.8
2.4	10.2	4.4	4.5	7.4	6.9	2.7
41.5	26.1	6.9	8.4	3.2	4.5	1.3
36.5	47.6	71.9	21.5	59.3	44.3	15.2
17.4	16.6	19.1	20.5	33.5	36.2	79.7
0.6	8.3	0.5	47.4	1.4	12.9	1.6
45.2	78.0	81.3	68.4	87.6	83.4	84.5
12.0	15.7	7.8	22.4	20.0	15.2	25.6
11.1	21.4	17.2	15.2	0.2	3.4	1.7
7.4	20.5	40.5	14.6	63.0	62.4	54.1
7.7	4.3	3.6	4.9	2.2	0.7	1.8
—	9.5	4.8	7.1	5.4	10.8	8.9
22.1	36.5	33.0	36.2	26.8	28.9	29.5
64.2	80.5	86.4	74.6	70.6	78.9	77.8
61.5	75.6	81.0	70.5	69.0	77.4	71.0
24.3	37.0	37.4	42.9	41.5	46.7	43.4
19.0	17.6	23.3	8.4	6.3	13.1	13.8
82.9	94.0	95.3	80.7	83.6	95.9	89.6
74.0	84.8	88.6	76.7	74.6	88.9	77.8
39.8	38.6	35.7	40.9	34.6	48.9	52.3
1.3	12.9	29.0	10.6	12.6	10.1	7.0
59.8	60.3	65.5	47.1	51.9	69.0	58.8
44.5	52.7	56.3	41.9	39.7	58.1	52.4
20.0	17.9	21.4	28.2	23.0	34.5	32.0
9.1	17.2	22.4	7.3	9.4	14.2	6.4

Table 4. — MANUFACTURING — By Province — Office Employees

— Concluded —

	Nfld.	P.E.I.	N.S.
Hospitalization	%	%	%
Employer makes contribution	70.1	96.7	94.8
Contribution of 50%	57.8	68.7	70.1
Contribution of 100%	25.3	66.0	23.4
Contribution of 100%	27.9	—	2.7
Surgical Benefits	69.3	94.5	92.3
Employer makes contribution	57.6	68.7	74.7
Contribution of 50%	24.9	66.0	23.5
Contribution of 100%	27.9	—	7.1
Physicians' Services in Hospital	67.4	91.8	87.5
Employer makes contribution	55.2	68.7	70.6
Contribution of 50%	24.2	65.9	20.4
Contribution of 100%	27.8	—	6.7
Physicians' Home and Office Calls	51.7	71.4	82.3
Employer makes contribution	45.3	59.3	66.1
Contribution of 50%	15.5	56.6	17.8
Contribution of 100%	27.8	—	6.6
Major Medical (Catastrophe Insurance)	0.5	—	3.0
Employer makes contribution	—	—	2.9
Contribution of 50%	—	—	0.1
Contribution of 100%	—	—	1.4
Bonus and Profit Sharing Plans			
Bonus plans (year-end or Christmas)	28.7	18.1	32.4
Profit sharing plan	—	26.4	2.5
Basis of sharing stipulated	—	—	2.5
Industrial Medical Services			
Pre-placement medical examination	54.1	—	46.3
Emergency care in establishment	55.5	—	56.4
Home visits by nurse	—	—	13.9
Periodic medical examinations:			
(1) of all employees	52.5	—	12.1
(2) of certain classes of employees only	1.7	—	26.5
Frequency of examinations:			
(1) annually	29.5	—	33.1
(2) more frequently than annually	1.6	—	—
(3) less frequently than annually	23.1	—	5.5
Survey Coverage	No.	No.	No.
Reporting units	58	13	208
Office Employees	1,300	182	3,196

Table 4. — MANUFACTURING — By Province — Office Employees

— Concluded —

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
%	%	%	%	%	%	%
94.3	96.3	98.7	92.6	40.7	93.0	13.1
62.6	73.8	89.1	60.5	27.3	77.2	11.0
25.7	30.1	41.2	37.4	26.1	48.5	7.3
1.8	7.6	28.4	5.6	—	7.4	2.8
92.5	94.0	94.2	84.5	73.6	90.8	89.1
66.8	73.6	87.8	61.4	56.3	83.9	86.3
30.7	30.2	41.0	40.2	42.0	54.8	62.5
1.1	7.4	27.4	4.5	5.4	7.5	3.2
83.7	82.3	84.1	81.1	68.1	86.2	92.9
62.4	63.2	77.9	56.6	50.6	70.1	89.9
26.4	24.7	35.1	37.3	38.3	47.1	64.3
1.1	6.6	25.4	4.4	3.1	1.8	2.1
23.2	34.7	62.4	76.0	63.4	79.0	91.1
21.1	29.6	58.0	52.7	45.8	63.3	86.6
17.2	12.4	26.0	36.4	34.6	43.6	61.5
—	3.6	21.7	3.6	3.1	1.5	1.7
2.7	22.6	19.5	7.3	6.2	13.8	11.1
2.6	15.5	14.1	6.4	4.6	7.0	6.8
1.9	5.8	8.6	3.8	3.1	3.2	5.8
—	1.0	1.7	—	0.4	0.4	0.3
30.2	30.5	28.1	51.1	41.5	35.4	38.5
4.9	3.3	7.4	6.1	12.1	7.7	4.1
4.2	0.9	5.1	1.4	12.1	2.0	2.8
34.3	60.2	57.0	31.3	20.8	50.0	33.0
52.0	71.7	76.5	47.3	27.8	48.0	59.9
15.0	13.8	18.8	4.6	6.3	25.5	10.4
24.8	29.8	22.6	5.7	3.7	25.0	8.2
6.0	23.8	30.0	17.2	10.4	6.3	28.1
11.7	35.9	26.4	11.5	4.8	17.3	21.9
—	3.7	6.5	4.5	3.0	0.6	10.0
19.1	11.7	17.4	6.9	4.6	13.6	2.8
No.	No.	No.	No.	No.	No.	No.
138	1,646	2,769	387	164	260	595
1,966	69,467	124,343	6,382	1,985	5,570	12,569

Table 5. – MANUFACTURING – Canada – By Industry Group – Plant Employees

All percentages in this table denote proportions of the total number of plant employees covered by the Survey in the respective industrial groups. These coverage figures are shown at the end of the table.

	Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products
Standard Hours Per Week	%	%	%
Under 40 hours	2.7	—	—
40 hours	58.1	80.5	88.6
Over 40 hours	39.2	19.5	11.4
On a 5-day week	72.4	74.8	83.8
Vacations With Pay			
Two weeks:	94.8	99.2	99.1
After: Less than 3 years	53.8	32.0	55.8
3 years	30.1	58.7	30.3
More than 3 years	10.9	8.5	13.0
Three weeks:	79.7	95.7	89.8
After: Less than 15 years	23.4	10.1	24.0
15 years	44.7	85.5	62.8
More than 15 years	11.6	0.1	3.0
Four weeks:	16.0	7.7	12.0
After: 25 years	12.5	0.5	1.2
Other	3.5	7.2	10.8
Paid Statutory Holidays			
1 – 7	12.6	2.7	0.7
8	55.4	92.2	88.1
9	20.7	2.7	9.0
More than 9	7.7	0.7	1.5
Overtime Rates			
Time and one half	88.1	98.3	93.8
Other rates	10.0	1.5	5.8
No information or no payment	1.9	0.2	0.4
Conditions for premium rates:			
(1) Any work outside regular hours	68.6	92.2	76.2
(2) Only after standard week has been worked	18.7	4.7	9.8
Pension Plans	72.3	80.8	93.2
Employer makes contribution	69.5	78.7	89.1
Contribution of 50%	40.6	53.7	38.1
Contribution of 100%	8.5	18.3	17.4
Group Life Insurance Plans	90.6	97.4	97.2
Employer makes contribution	79.4	65.0	89.8
Contribution of 50%	29.6	28.4	49.9
Contribution of 100%	20.3	14.8	1.7
Cash Compensation for Wage Loss due to Illness	78.8	97.3	81.1
Employer makes contribution	71.9	93.3	71.3
Contribution of 50%	35.3	72.0	47.3
Contribution of 100%	22.0	20.0	15.2

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table denote proportions of the total number of plant employees covered by the Survey in the respective industrial groups. These coverage figures are shown at the end of the table.

Bakery Products	Dairy Products	Tobacco and Tobacco Products	Rubber Products	Leather Products	Boots and Shoes	Textiles (except clothing)	Clothing (textile and fur)
%	%	%	%	%	%	%	%
13.1	—	—	—	0.1	—	0.2	1.9
16.7	85.0	90.3	55.7	27.7	23.4	52.8	62.1
70.2	15.0	9.7	44.3	72.2	76.6	47.0	36.0
48.7	92.8	92.8	98.9	86.7	83.7	83.7	93.9
96.1	99.0	89.4	99.2	86.7	84.4	95.6	85.1
34.3	81.0	86.8	10.0	55.3	66.4	16.4	50.8
41.9	8.9	—	55.7	6.6	0.3	9.9	9.9
19.9	9.1	2.6	33.5	24.8	17.7	69.3	24.4
73.3	90.9	78.8	90.1	28.9	15.9	63.2	17.8
22.4	10.8	—	38.6	3.6	4.1	0.9	2.0
18.8	72.0	76.2	50.5	10.3	2.3	24.4	6.5
32.1	8.1	2.6	1.0	15.0	9.5	37.9	9.3
9.1	19.3	76.2	53.2	3.6	0.6	8.2	1.6
8.3	18.4	76.2	53.2	3.4	0.6	5.7	1.0
0.8	0.9	—	—	0.2	—	2.5	0.6
3.3	26.1	10.0	2.2	47.5	52.8	48.1	62.7
44.6	57.2	10.4	16.9	24.3	14.8	40.4	19.6
34.2	12.4	2.6	80.6	11.2	10.0	8.9	4.2
15.9	2.4	76.5	—	0.3	—	1.3	5.1
82.1	86.7	78.6	99.3	69.0	64.8	96.9	79.3
13.7	9.8	18.3	0.7	23.6	26.6	2.7	13.9
4.2	3.5	3.1	—	7.4	8.6	0.4	6.8
52.2	62.5	69.6	85.0	30.8	23.3	51.5	54.5
28.4	23.6	7.5	14.8	32.7	35.5	43.7	18.3
59.1	71.8	91.2	88.5	24.0	17.0	66.9	32.4
53.6	68.2	91.2	82.9	23.6	16.4	65.2	30.0
19.5	59.3	69.8	2.1	17.2	14.8	19.8	15.4
9.6	4.9	—	78.1	0.1	—	30.4	9.4
92.0	95.2	88.6	99.0	74.0	67.9	93.9	57.8
82.0	90.4	88.6	93.4	71.2	66.1	90.3	53.8
43.1	24.9	51.2	10.5	39.5	40.5	22.5	19.0
1.7	39.3	25.1	62.4	4.2	1.1	27.5	16.7
84.2	92.0	81.7	94.5	59.6	55.3	89.2	52.6
73.7	83.2	81.7	86.8	54.9	49.0	81.3	45.5
35.5	27.1	7.5	4.0	27.8	26.1	20.2	15.2
8.2	32.5	73.3	62.3	1.5	0.6	26.2	13.4

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

— Continued —

	<i>Food and Beverages</i>	<i>Slaughtering and Meat Packing</i>	<i>Grain Mill Products</i>
Hospitalization	%	%	%
Employer makes contribution	85.8	92.1	92.6
Contribution of 50%.....	71.2	73.6	83.4
Contribution of 100%	34.1	69.6	61.5
	17.3	2.5	5.5
Surgical Benefits	87.8	98.0	83.8
Employer makes contribution	78.9	97.1	73.8
Contribution of 50%.....	42.5	94.2	57.1
Contribution of 100%	16.6	1.4	2.6
Physicians' Services in Hospital	76.3	96.2	74.3
Employer makes contribution	68.3	95.0	62.2
Contribution of 50%.....	39.6	92.0	43.0
Contribution of 100%	12.4	1.4	2.6
Physicians' Home and Office Calls	55.4	88.8	50.5
Employer makes contribution	49.7	87.7	46.2
Contribution of 50%.....	30.9	85.1	35.2
Contribution of 100%	9.1	1.4	—
Major Medical (Catastrophe Insurance)	10.0	5.4	8.7
Employer makes contribution	8.6	5.4	8.7
Contribution of 50%.....	3.5	3.6	8.7
Contribution of 100%	1.5	0.9	—
Bonus and Profit Sharing Plans			
Bonus plan (year-end or Christmas)	31.3	14.3	7.0
Profit sharing plan	10.4	39.0	37.0
Basis of sharing stipulated	3.5	3.7	36.9
Industrial Medical Services			
Pre-placement medical examination	38.6	66.1	41.4
Emergency care in establishment	53.9	88.4	47.4
Home visits by nurse	18.0	49.0	7.5
Periodic medical examinations:			
(1) of all employees	20.1	7.1	14.7
(2) of certain classes of employees only	11.2	29.4	22.0
Frequency of examinations:			
(1) annually	20.9	23.2	28.2
(2) more frequently than annually	1.3	3.8	—
(3) less frequently than annually	7.2	7.1	—
Survey Coverage	No.	No.	No.
Reporting units	1,077	69	61
Non-office employees	102,387	17,472	5,175

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Bakery Products	Dairy Products	Tobacco and Tobacco Products	Rubber Products	Leather Products	Boots and Shoes	Textiles (except clothing)	Clothing (textile and fur)
%	%	%	%	%	%	%	%
88.2	87.5	95.8	99.8	82.1	78.7	94.8	80.4
69.2	76.6	95.4	93.9	66.6	63.7	84.7	52.9
33.7	25.8	65.5	8.8	40.7	40.7	25.2	19.9
8.1	33.0	8.5	62.5	2.2	0.6	21.2	11.7
83.8	90.2	95.4	99.8	72.2	67.1	91.0	64.6
73.3	79.5	95.4	94.2	64.8	61.5	83.7	49.4
37.2	33.2	65.5	8.8	37.3	36.2	24.7	20.0
7.8	26.9	8.5	62.5	3.0	0.6	21.7	10.6
71.6	66.8	95.4	95.2	63.2	62.0	46.4	47.6
62.1	59.0	95.4	89.6	55.1	54.9	40.0	34.2
34.1	29.3	65.5	4.1	31.6	33.5	14.9	13.0
7.8	16.3	8.5	62.6	3.0	0.6	7.9	4.4
39.6	60.2	25.4	62.0	19.1	13.8	16.8	16.6
34.3	52.4	25.4	62.0	18.3	12.9	14.1	10.9
20.9	23.7	14.3	1.5	9.8	6.8	5.2	5.6
0.2	17.6	11.1	53.5	2.6	—	2.5	0.4
16.5	10.4	16.6	4.7	4.6	6.4	2.4	4.1
14.3	8.9	16.6	4.7	4.6	6.4	1.2	2.2
5.5	3.5	—	—	—	—	0.1	1.3
3.1	0.4	—	2.6	0.4	0.6	0.2	0.5
42.3	16.5	14.6	9.6	27.9	31.2	16.8	19.4
4.0	3.1	—	3.5	5.0	1.8	5.1	2.5
2.2	2.6	—	3.5	3.9	1.8	4.3	1.4
29.4	15.0	76.2	65.2	7.0	6.4	31.1	8.3
46.3	17.4	87.3	86.1	35.6	38.0	75.8	33.0
3.1	0.7	61.5	38.2	2.9	—	9.3	6.8
28.7	7.1	59.6	18.6	5.9	4.7	14.3	4.3
4.2	10.9	2.5	52.7	2.1	3.1	15.5	4.8
23.2	17.9	59.6	15.8	5.7	4.4	11.0	6.0
1.9	—	2.5	26.7	2.1	2.0	12.0	0.2
6.4	—	—	14.8	1.0	1.4	6.5	2.9
No.	No.	No.	No.	No.	No.	No.	No.
209	133	18	33	175	103	254	586
20,897	11,884	8,763	12,222	16,181	10,994	42,470	53,107

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

— Continued —

	Wood Products	Sash and Door and Planing Mills	Sawmills
Standard Hours Per Week	%	%	%
Under 40 hours	—	—	—
40 hours	46.7	24.8	71.5
Over 40 hours	53.3	75.2	28.5
On a 5-day week	74.9	52.6	73.4
Vacations With Pay			
Two weeks:	83.4	70.9	83.1
After: Less than 3 years	39.8	29.1	63.6
3 years	13.3	9.2	1.6
More than 3 years	30.3	32.6	17.9
Three weeks:	47.7	25.4	59.5
After: Less than 15 years	31.1	12.7	55.5
15 years	10.2	5.8	3.8
More than 15 years	6.4	6.9	0.2
Four weeks:	2.0	2.9	—
After: 25 years	2.0	2.9	—
Other	—	—	—
Paid Statutory Holidays			
1 - 7	32.3	38.7	16.4
8	49.2	35.5	61.2
9	6.0	5.8	8.7
More than 9	2.0	3.5	0.4
Overtime Rates			
Time and one half	86.4	73.5	84.8
Other rates	10.3	20.3	10.3
No information or no payment	3.3	6.2	4.9
Conditions for premium rates:			
(1) Any work outside regular hours	63.4	45.5	73.3
(2) Only after standard week has been worked	17.3	22.4	6.4
Pension Plans	38.8	17.6	47.5
Employer makes contribution	38.5	17.2	47.0
Contribution of 50%	26.2	7.3	38.1
Contribution of 100%	5.9	3.9	4.2
Group Life Insurance Plans	76.9	79.8	68.2
Employer makes contribution	74.0	76.6	66.2
Contribution of 50%	46.6	39.5	46.6
Contribution of 100%	4.4	7.6	1.8
Cash Compensation for Wage Loss due to Illness	70.7	64.8	64.6
Employer makes contribution	66.5	59.8	62.7
Contribution of 50%	44.6	39.0	51.7
Contribution of 100%	3.6	2.1	1.0

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

<i>Wooden Furniture</i>	<i>Paper Products</i>	<i>Pulp and Paper</i>	<i>Printing, Publishing and Allied Industries</i>	<i>Iron and Steel Products</i>	<i>Machine Shop Products</i>	<i>Primary Iron and Steel</i>
%	%	%	%	%	%	%
—	0.2	—	49.2	0.2	0.7	—
17.1	87.6	95.5	45.2	80.1	45.2	99.6
82.9	12.2	4.5	5.6	19.7	54.1	0.4
87.6	92.4	91.3	95.7	96.6	77.9	100.0
83.0	99.5	99.7	97.7	97.9	80.1	100.0
14.7	18.1	15.6	84.5	15.8	38.4	5.4
19.9	20.1	11.9	5.5	55.4	9.9	94.5
48.4	61.3	72.2	7.7	26.7	31.8	0.1
27.1	94.6	97.9	79.5	83.8	18.9	99.4
1.7	10.7	10.0	31.4	9.0	7.8	4.9
13.0	82.0	87.0	33.5	70.4	9.8	94.5
12.4	1.9	0.9	14.6	4.4	1.3	—
5.3	4.7	1.9	13.8	13.3	—	21.3
4.9	4.1	1.9	9.6	12.2	—	21.3
0.4	0.6	—	4.2	1.1	—	—
54.3	70.8	87.1	8.9	9.9	29.2	—
28.3	25.5	11.6	70.6	82.3	41.5	99.3
4.8	1.9	—	14.1	6.0	11.5	0.7
4.9	0.8	0.5	4.6	0.4	1.3	—
90.9	97.7	97.8	94.7	97.5	96.0	99.9
7.4	2.2	2.1	4.0	2.1	3.3	0.1
1.7	0.1	0.1	1.3	0.4	0.7	—
66.7	86.4	91.3	80.6	87.0	69.9	93.3
14.8	8.3	4.3	9.9	8.9	17.5	6.6
31.7	90.8	94.5	74.5	77.2	23.0	96.7
31.7	81.8	83.6	72.1	74.3	19.9	96.7
19.8	48.2	51.6	52.5	21.2	15.2	10.8
10.1	10.0	9.2	4.8	37.2	—	59.2
83.1	97.3	99.6	80.3	95.8	77.2	100.0
79.2	88.4	89.5	76.3	87.9	68.9	87.2
40.0	43.1	43.3	40.0	38.2	35.4	29.3
6.6	6.1	5.5	7.3	21.4	3.9	0.4
74.5	88.6	92.8	64.5	92.7	66.8	99.4
69.6	69.8	70.3	52.0	86.9	52.5	99.4
36.2	32.1	30.8	29.2	36.1	33.8	25.0
2.9	5.3	5.3	4.6	20.4	2.4	0.4

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees
 — Continued —

	Wood Products	Sash and Door and Planing Mills	Sawmills
Hospitalization	57.0	76.5	20.5
Employer makes contribution	44.4	60.2	14.2
Contribution of 50%	24.7	34.5	9.4
Contribution of 100%	4.4	5.5	0.9
Surgical Benefits	83.0	81.6	76.2
Employer makes contribution	73.4	71.7	70.2
Contribution of 50%	37.7	41.7	36.4
Contribution of 100%	4.7	6.4	1.2
Physicians' Services in Hospital	73.8	71.8	79.7
Employer makes contribution	65.0	60.6	74.5
Contribution of 50%	32.5	33.1	37.0
Contribution of 100%	3.4	6.9	1.0
Physicians' Home and Office Calls	55.0	48.6	71.4
Employer makes contribution	51.1	41.5	68.6
Contribution of 50%	25.4	26.1	33.8
Contribution of 100%	2.3	5.0	0.6
Major Medical (Catastrophe Insurance)	6.5	3.3	4.5
Employer makes contribution	5.8	3.1	4.1
Contribution of 50%	4.1	3.1	2.9
Contribution of 100%	0.7	—	0.5
Bonus and Profit Sharing Plans			
Bonus plan (year-end or Christmas)	19.8	35.3	9.2
Profit sharing plan	5.8	14.0	1.6
Basis of sharing stipulated	4.1	6.7	1.6
Industrial Medical Services			
Pre-placement medical examination	11.1	2.1	9.9
Emergency care in establishment	46.8	23.1	56.1
Home visits by nurse	3.0	3.2	0.2
Periodic medical examinations:			
(1) of all employees	2.7	2.1	1.7
(2) of certain classes of employees only	8.4	2.1	10.3
Frequency of examinations:			
(1) annually	6.9	5.1	7.2
(2) more frequently than annually	0.3	—	0.8
(3) less frequently than annually	3.8	—	4.2
	No.	No.	No.
Survey Coverage			
Reporting units	708	187	215
Non-office employees	51,912	8,554	17,036

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

<i>Wooden Furniture</i>	<i>Paper Products</i>	<i>Pulp and Paper</i>	<i>Printing, Publishing and Allied Products</i>	<i>Iron and Steel Products</i>	<i>Machine Shop Products</i>	<i>Primary Iron Steel</i>
%	%	%	%	%	%	%
90.5	88.3	87.1	89.0	95.6	73.9	99.3
72.6	75.9	76.2	64.2	87.3	56.5	98.7
40.9	16.7	12.1	41.0	35.1	35.5	24.3
5.8	12.9	14.6	2.6	20.7	2.2	0.5
89.8	92.2	93.7	84.5	96.2	78.8	99.6
79.3	82.1	83.4	65.6	87.6	68.1	99.0
42.6	20.5	15.5	39.4	37.6	44.0	24.7
4.1	10.6	12.1	1.3	18.8	2.2	0.4
65.2	85.5	90.1	77.3	87.2	80.4	98.8
57.1	74.2	78.1	59.4	79.9	69.7	98.8
29.6	17.1	13.4	34.2	32.3	43.7	24.9
4.1	10.1	11.2	1.5	18.0	1.8	—
32.0	50.3	53.3	47.9	61.0	53.5	62.9
30.0	45.8	48.0	39.9	54.8	43.7	62.3
15.1	13.7	11.7	21.9	25.1	31.1	24.1
2.6	6.3	7.0	3.0	14.2	1.5	—
4.8	5.9	5.9	14.4	6.4	14.9	2.0
4.4	5.8	5.9	10.9	4.9	14.4	2.0
2.1	2.2	1.7	3.2	2.8	8.7	—
2.3	0.1	—	0.7	1.2	—	—
24.7	9.0	6.3	40.4	19.4	32.8	18.6
3.8	0.8	—	4.8	6.0	1.2	19.2
2.3	0.7	—	0.7	5.7	1.2	19.2
20.0	73.8	83.8	11.9	57.7	6.0	93.8
41.2	85.3	91.2	34.0	73.7	32.2	97.2
4.4	32.1	36.6	8.6	6.6	—	0.9
4.8	44.1	49.5	5.1	20.5	2.6	26.7
9.0	19.6	22.6	6.0	31.1	8.1	65.8
13.2	34.1	37.1	8.4	25.0	2.6	37.8
—	1.6	1.9	2.0	14.2	—	48.8
—	20.1	23.2	2.9	12.0	8.1	5.9
No.	No.	No.	No.	No.	No.	No.
131	291	118	441	838	87	24
9,636	67,116	51,120	29,535	113,277	2,122	24,635

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

	Transportation Equipment	Aircraft and Parts	Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories
Standard Hours Per Week	%	%	%	%
Under 40 hours	—	—	—	—
40 hours	65.8	64.5	100.0	96.4
Over 40 hours	34.2	35.5	—	3.6
On a 5-day week	84.0	99.9	100.0	99.6
Vacations With Pay				
Two weeks:	97.2	99.9	100.0	99.1
After: Less than 3 years	32.5	69.4	5.9	4.2
3 years	24.4	29.6	44.9	34.3
More than 3 years	40.3	0.9	49.2	60.6
Three weeks:	70.1	88.9	91.4	94.2
After: Less than 15 years	18.7	60.1	27.2	0.3
15 years	49.0	25.3	64.2	91.2
More than 15 years	2.4	3.5	—	2.7
Four weeks:	4.4	3.6	27.2	3.3
After: 25 years	2.7	2.8	—	3.1
Other	1.7	0.8	27.2	0.2
Paid Statutory Holidays				
1 - 7	22.5	0.3	6.5	23.9
8	43.5	38.4	93.5	49.0
9	30.9	60.5	—	26.7
More than 9	1.0	0.8	—	0.1
Overtime Rates				
Time and one half	91.7	100.0	99.7	97.6
Other rates	7.5	—	0.3	2.1
No information or no payment	0.8	—	—	0.3
Conditions for premium rates:				
(1) Any work outside regular hours	84.1	97.5	76.3	93.6
(2) Only after standard week has been worked	5.4	1.1	23.7	2.0
Pension Plans	58.1	41.3	80.5	92.9
Employer makes contribution	54.0	41.3	53.3	92.8
Contribution of 50%	21.3	40.5	13.3	7.9
Contribution of 100%	30.5	—	40.0	84.4
Group Life Insurance Plans	93.9	99.9	99.7	98.8
Employer makes contribution	78.1	99.1	72.5	69.1
Contribution of 50%	30.1	12.6	54.8	15.2
Contribution of 100%	27.0	44.7	17.7	42.7
Cash Compensation for Wage Loss due to Illness	91.4	97.3	99.7	97.5
Employer makes contribution	72.4	96.2	68.7	68.2
Contribution of 50%	27.4	12.6	51.1	15.1
Contribution of 100%	26.2	43.1	16.5	41.1

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

— Continued —

<i>Ship-building and Repairing</i>	<i>Non- ferrous Metal Products</i>	<i>Electrical Apparatus and Supplies</i>	<i>Non- Metallic Mineral Products</i>	<i>Products of Petrol- eum and Coal</i>	<i>Petroleum Refining and Products</i>	<i>Chemical Products</i>	<i>Miscel- laneous Manufac- turing</i>
%	%	%	%	%	%	%	%
—	0.1	0.2	—	—	—	3.4	0.8
54.0	89.6	88.0	44.8	91.5	98.6	78.9	51.0
46.0	10.3	11.8	55.2	8.5	1.4	17.7	48.2
96.4	97.5	100.0	78.5	98.4	98.6	97.5	92.5
95.0	98.1	99.3	95.4	99.6	100.0	99.5	94.1
17.1	42.1	11.6	25.4	91.2	100.0	74.3	26.9
5.6	38.4	56.8	23.9	8.4	—	20.8	30.1
72.3	17.6	30.9	46.1	—	—	4.4	37.1
39.3	87.3	87.2	72.4	95.8	97.8	88.8	49.3
4.3	3.6	6.3	4.8	76.8	94.1	26.3	2.3
35.0	80.3	77.9	56.8	18.7	3.7	57.2	40.3
—	3.4	3.0	10.8	0.3	—	5.3	6.7
4.3	31.6	29.1	21.1	73.8	90.4	31.9	12.2
4.3	31.4	7.9	19.5	5.3	6.5	24.4	10.1
—	0.2	21.2	1.6	68.5	83.9	7.5	2.1
39.7	33.9	3.7	30.0	3.1	3.0	11.7	19.8
35.6	64.0	87.9	50.3	20.8	4.9	63.4	57.0
21.4	1.1	7.6	14.8	75.5	92.1	22.7	9.2
—	—	0.1	2.5	0.4	—	1.1	3.0
98.9	98.3	95.5	97.2	99.3	99.2	96.4	87.0
0.9	1.3	4.1	2.5	0.7	0.8	3.0	10.1
0.2	0.4	0.4	0.3	—	—	0.6	2.9
94.9	85.2	76.7	85.6	95.6	96.0	82.8	52.1
1.7	10.9	15.6	7.8	—	—	9.0	28.4
45.7	86.3	86.9	73.0	96.3	96.4	91.1	60.3
31.8	79.1	85.2	56.7	91.0	90.1	88.5	56.4
30.2	25.8	15.2	23.7	13.4	16.3	32.9	33.8
—	32.0	42.4	25.2	13.8	10.7	37.5	14.0
76.8	96.6	97.2	92.8	98.6	99.2	97.4	79.4
60.3	89.2	95.4	74.5	84.6	82.2	94.1	76.0
40.8	50.0	74.6	38.8	10.4	7.2	46.9	41.3
0.4	11.9	11.2	5.8	7.1	6.9	25.5	14.0
86.2	75.0	91.6	87.8	71.3	66.3	80.5	69.9
51.1	72.3	79.9	68.2	61.3	54.1	77.5	59.6
34.9	45.5	36.0	33.6	7.9	4.1	37.9	29.2
—	14.6	36.3	9.0	45.8	46.0	23.0	19.4

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

— Concluded —

	Transportation Equipment	Aircraft and Ports	Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories
Hospitalization				
Employer makes contribution (1)	92.9	99.2	100.0	99.5
Contribution of 50%	80.6	98.2	72.8	97.5
Contribution of 100%	34.0	12.6	54.1	42.6
	27.1	42.3	16.5	45.3
Surgical Benefits	96.3	99.2	100.0	99.2
Employer makes contribution (1)	85.5	98.3	72.8	97.9
Contribution of 50%	38.4	12.6	54.8	42.8
Contribution of 100%	27.6	42.3	16.5	45.8
Physicians' Services in Hospital	89.3	91.4	56.6	96.3
Employer makes contribution (1)	80.4	90.5	56.6	94.7
Contribution of 50%	37.0	10.8	54.8	42.7
Contribution of 100%	26.3	42.3	0.3	44.6
Physicians' Home and Office Calls	74.9	88.9	53.1	93.9
Employer makes contribution (1)	70.4	87.8	53.1	92.9
Contribution of 50%	30.3	9.0	51.9	42.2
Contribution of 100%	26.2	42.3	—	44.3
Major Medical (Catastrophe Insurance)	6.0	8.5	0.2	1.4
Employer makes contribution (1)	5.4	8.5	0.2	1.2
Contribution of 50%	3.1	2.4	—	—
Contribution of 100%	0.5	—	0.2	1.1
Bonus and Profit Sharing Plans				
Bonus plan (year-end or Christmas)	8.8	2.7	0.3	1.4
Profit sharing plan	1.3	(1)	—	0.6
Basis of sharing stipulated	1.2	(1)	—	0.6
Industrial Medical Services				
Pre-placement medical examination	61.3	90.0	98.3	87.1
Emergency care in establishment	76.1	98.0	99.7	94.8
Home visits by nurse	9.5	3.2	1.9	26.5
Periodic medical examinations:				
(1) of all employees	19.7	10.5	46.0	42.5
(2) of certain classes of employees only	39.5	77.5	35.0	41.3
Frequency of examinations:				
(1) annually	29.8	69.1	50.6	28.5
(2) more frequently than annually	5.9	11.5	—	0.4
(3) less frequently than annually	21.6	7.9	30.4	54.0
	No.	No.	No.	No.
Survey Coverage				
Reporting units	625	30	15	80
Non-office employees	103,012	25,206	5,669	34,150

(1) Less than 0.1 per cent.

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Concluded —

<i>Ship-building and Repairing</i>	<i>Non-ferrous Metal Products</i>	<i>Electrical Apparatus and Supplies</i>	<i>Non-Metallic Mineral Products</i>	<i>Products of Petrol- eum and Coal</i>	<i>Petroleum Refining and Products</i>	<i>Chemical Products</i>	<i>Miscel- laneous Manufac- turing</i>
%	%	%	%	%	%	%	%
84.3	85.8	98.1	95.5	85.6	83.4	93.8	92.7
51.5	80.7	72.2	75.0	78.2	74.8	88.5	78.7
31.8	47.9	54.3	38.8	21.0	20.1	46.2	45.1
0.1	8.1	10.1	8.3	1.4	—	10.4	17.4
96.7	95.7	93.3	89.0	99.3	99.3	94.0	80.1
64.9	91.9	69.0	75.4	91.2	90.7	90.9	73.0
45.0	65.2	52.0	39.3	28.1	28.8	48.7	44.8
—	6.9	10.7	8.3	3.0	2.0	10.2	12.9
98.3	88.9	88.4	81.9	72.4	75.0	86.6	67.7
66.3	86.8	64.4	67.8	68.3	71.0	82.3	61.2
46.5	61.7	47.9	33.6	19.8	18.7	44.2	38.0
0.1	6.6	8.9	7.9	1.4	—	7.8	11.6
43.3	60.0	50.7	57.4	64.9	67.6	57.1	30.2
33.5	59.3	49.8	49.1	46.3	45.8	51.9	27.1
24.8	40.6	39.5	20.3	19.8	18.7	31.0	16.6
0.1	5.6	4.9	6.4	—	—	4.6	5.8
7.3	11.4	22.2	13.7	20.4	16.6	37.5	14.8
5.0	11.3	22.2	12.2	9.0	2.6	24.8	13.2
5.0	3.8	20.7	1.8	2.2	2.6	17.7	10.3
—	3.2	1.5	1.5	6.8	—	0.1	—
4.9	35.6	9.2	17.5	3.4	4.2	24.1	36.0
—	1.3	5.2	0.9	2.2	2.7	4.3	11.3
—	1.3	5.0	0.3	2.2	2.7	2.8	11.0
27.8	81.4	64.3	48.7	85.4	88.3	73.7	35.4
67.2	87.8	85.4	71.5	88.8	87.7	79.5	56.5
—	14.5	13.5	11.2	39.0	47.8	31.6	13.8
—	60.9	20.5	37.0	38.0	46.5	53.0	9.2
31.0	18.9	33.2	8.4	29.2	21.8	13.0	16.5
—	48.2	29.7	25.8	26.6	32.6	41.4	15.9
18.5	9.0	4.1	0.8	10.2	6.9	10.9	2.6
—	19.5	17.5	17.8	24.0	29.4	9.7	9.6
No.	No.	No.	No.	No.	No.	No.	No.
58	187	184	241	55	42	335	192
16,311	38,788	43,818	21,337	9,970	8,136	30,335	14,194

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey in the respective industrial groups. These coverage figures are given at the end of the table.

	Food and Beverages	Tobacco and Tobacco Products	Rubber Products
Standard Hours Per Week	%	%	%
Under 37½ hours	30.2	85.8	4.8
37½ hours	38.1	10.8	71.0
Over 37½ hours	31.7	3.4	24.2
On a 5-day week	90.0	97.9	100.0
Vacations With Pay			
Two weeks:	97.9	99.6	100.0
After: Less than 3 years	94.1	99.6	98.3
3 years	2.2	—	0.1
More than 3 years	1.6	—	1.6
Three weeks:	86.7	88.4	95.0
After: Less than 15 years	28.6	—	55.9
15 years	51.3	85.0	38.8
More than 15 years	6.8	3.4	0.3
Four weeks:	25.2	84.1	78.6
After: 25 years	22.2	84.1	78.6
Other	3.0	—	—
Paid Statutory Holidays			
1 — 7	5.5	—	9.3
8	57.6	17.5	17.9
9	24.0	3.4	60.2
More than 9	11.3	79.0	11.2
Overtime Compensation	71.9	16.3	95.6
Compensating time off	22.6	8.1	—
Extra monetary payment			
at straight time	6.3	1.0	7.6
at time and one-half	24.6	—	85.6
Other (incl. flat rate of fixed amount per hour)	2.0	0.1	0.1
Transportation allowance	4.8	1.7	0.2
Meal allowance	43.8	7.1	27.4
Pension Plans	83.5	94.4	97.5
Employer makes contribution	81.6	94.4	90.9
Contribution of 50%	43.1	80.7	15.7
Contribution of 100%	11.9	—	53.1
Group Life Insurance Plans	93.7	94.5	99.5
Employer makes contribution	80.1	94.5	95.9
Contribution of 50%	27.3	71.8	8.3
Contribution of 100%	20.1	4.2	83.8
Cash Compensation for Wage Loss Due to Illness			
Employer makes contribution	46.6	73.1	45.9
Contribution of 50%	24.8	—	2.6
Contribution of 100%	13.7	71.5	41.6

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey in the respective industrial groups. These coverage figures are given at the end of the table.

Leather Products	Textiles (except clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing, Publishing and Allied Industries
%	%	%	%	%	%
47.3	27.2	38.9	24.8	54.9	34.3
24.7	52.8	20.6	26.2	35.2	43.6
28.0	20.0	40.5	49.0	9.9	22.1
96.1	94.3	89.1	71.3	91.5	86.1
95.5	98.2	95.6	93.7	99.7	97.4
84.1	94.1	91.7	86.8	97.7	96.3
0.8	0.5	1.5	2.1	0.7	0.9
10.6	3.6	2.4	4.8	1.3	0.2
56.7	76.0	26.2	46.3	93.8	78.8
11.4	6.3	6.3	17.2	12.6	46.7
6.2	46.7	6.9	21.7	79.1	22.4
39.1	23.0	13.0	7.4	2.1	9.7
2.3	16.0	4.3	5.1	9.1	17.2
2.2	10.6	3.8	4.6	8.5	12.2
0.1	5.4	0.5	0.5	0.6	5.0
36.0	40.2	25.8	19.4	46.2	9.4
34.4	46.3	43.5	42.8	41.0	61.6
21.7	9.2	10.7	22.3	10.5	21.3
4.5	3.5	14.6	7.9	0.9	6.8
30.0	65.5	49.3	48.9	74.3	78.9
7.5	14.6	8.3	13.1	34.1	10.6
4.1	3.2	7.3	7.1	7.6	11.9
10.0	15.5	16.2	17.3	10.8	39.6
4.4	1.2	2.2	2.7	2.4	7.9
10.3	10.1	1.2	3.9	3.4	7.6
16.2	53.1	30.8	13.2	40.5	40.3
33.0	80.5	40.9	47.4	94.1	77.6
31.3	70.4	40.1	46.9	84.3	75.5
24.4	25.7	25.9	28.0	48.8	61.9
—	13.9	1.5	9.0	12.0	1.3
86.4	94.8	65.6	82.1	96.7	82.7
59.6	82.7	60.1	79.3	88.8	80.8
34.7	25.4	24.3	41.9	43.2	45.2
5.4	22.6	12.5	6.1	5.2	8.0
73.5	34.9	35.2	57.4	63.8	41.0
45.8	33.0	28.4	54.1	54.4	31.5
27.5	8.0	9.2	28.9	27.7	13.9
2.7	14.1	9.3	3.7	3.1	6.6

Table 6. – MANUFACTURING – Canada – By Industry Group – Office Employees
 – Continued –

	Food and Beverages	Tobacco and Tobacco Products	Rubber Products
Hospitalization	87.9	95.6	99.8
Employer makes contribution	74.4	95.5	96.0
Contribution of 50%	37.7	80.9	5.6
Contribution of 100%	20.9	0.9	78.7
Surgical Benefits	92.4	95.4	99.8
Employer makes contribution	85.0	95.4	96.3
Contribution of 50%	49.0	80.8	5.6
Contribution of 100%	20.0	0.9	78.7
Physicians' Services in Hospital	83.7	95.5	96.9
Employer makes contribution	76.5	92.1	93.3
Contribution of 50%	46.1	80.9	2.5
Contribution of 100%	16.7	0.9	78.8
Physicians' Home and Office Calls	62.1	13.4	79.3
Employer makes contribution	57.3	13.4	79.3
Contribution of 50%	36.1	9.1	2.4
Contribution of 100%	13.2	4.3	68.7
Major Medical (Catastrophe Insurance)	13.8	3.3	15.7
Employer makes contribution	9.7	3.3	5.7
Contribution of 50%	4.1	—	—
Contribution of 100%	0.8	—	2.9
Bonus and Profit Sharing Plans			
Bonus plan (year-end or Christmas)	37.4	8.8	9.1
Profit sharing plan	16.1	—	3.8
Basis of sharing stipulated	6.4	—	3.8
Industrial Medical Services			
Pre-placement medical examination	46.9	87.4	70.2
Emergency care in establishment	59.7	91.7	88.3
Home visits by nurse	26.7	77.4	32.2
Periodic medical examinations:			
(1) of all employees	20.0	84.1	8.7
(2) of certain classes of employees only	17.1	3.4	62.9
Frequency of examinations:			
(1) annually	23.7	84.1	15.0
(2) more frequently than annually	1.7	3.4	25.3
(3) less frequently than annually	9.6	—	10.0
Survey Coverage	No.	No.	No.
Reporting units	1,077	18	33
Office employees	22,680	793	4,309

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Leather Products	Textiles (except clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries
%	%	%	%	%	%
89.6	94.1	85.2	67.9	90.1	86.7
54.5	84.0	52.5	52.5	72.5	64.9
35.1	26.5	22.3	28.9	18.2	47.3
2.4	21.8	9.8	5.3	12.3	2.2
83.2	91.5	66.7	86.9	92.8	88.8
77.1	83.8	47.0	76.1	80.5	70.5
57.8	26.6	18.9	39.6	22.4	48.2
2.8	22.3	9.6	6.5	9.6	1.2
79.6	81.2	55.9	73.6	81.4	80.0
72.6	71.5	38.4	63.3	68.9	61.9
54.4	20.9	15.2	33.7	18.2	39.9
3.0	16.6	6.1	4.3	8.9	1.4
13.5	42.6	22.7	49.1	47.3	52.4
12.9	36.6	16.6	44.5	40.8	44.1
7.1	7.9	5.7	25.2	13.0	26.5
2.1	7.6	4.7	2.7	5.9	4.1
2.0	31.2	5.3	12.4	13.4	6.2
2.0	20.9	2.8	7.5	9.5	5.8
—	0.3	2.2	4.7	3.0	3.1
0.8	3.5	0.5	0.3	0.3	0.3
65.0	47.8	58.3	42.2	22.4	67.6
6.5	4.5	4.7	7.5	0.7	3.4
3.0	4.0	4.1	5.9	0.7	0.7
36.1	38.3	13.9	12.1	61.7	12.9
57.2	73.0	40.9	41.9	80.0	40.5
1.3	15.5	11.4	4.2	26.0	10.1
2.7	24.1	7.3	4.0	36.8	4.6
25.9	16.1	7.3	6.9	19.6	11.6
1.9	20.1	7.3	7.2	35.8	13.2
1.5	12.8	0.8	0.1	1.5	0.6
25.6	7.1	5.7	3.5	13.9	3.8
No.	No.	No.	No.	No.	No.
175	254	586	708	291	441
2,736	7,631	5,980	7,390	15,714	16,454

Table 6. - MANUFACTURING - Canada - By Industry Group - Office Employees
- Continued -

	Iron and Steel Products	Transportation Equipment
Standard Hours Per Week	%	%
Under 37½ hours	24.5	9.0
37½ hours.....	47.2	36.2
Over 37½ hours	28.3	54.8
On a 5-day week	96.7	90.6
Vacations With Pay		
Two weeks:	99.0	99.6
After: Less than 3 years	95.1	96.1
3 years	1.6	0.9
More than 3 years	2.3	2.6
Three weeks:	83.5	82.3
After: Less than 15 years	11.3	45.0
15 years	68.5	35.6
More than 15 years	3.7	1.7
Four weeks:	11.0	5.9
After: 25 years	9.7	5.3
Other	1.3	0.6
Paid Statutory Holidays		
1 - 7	9.3	11.1
8	78.4	45.3
9	9.2	35.8
More than 9	2.2	3.9
Overtime Compensation	80.4	90.9
Compensating time off	5.4	3.0
Extra monetary payment		
at straight time	34.7	26.1
at time and one-half	25.1	52.9
Other (incl. flat rate of fixed amount per hour)	4.5	4.2
Transportation allowance	5.7	11.1
Meal allowance	35.0	3.4
Pension Plans	81.3	82.8
Employer makes contribution	77.2	74.0
Contribution of 50%	42.9	40.3
Contribution of 100%	12.0	23.2
Group Life Insurance Plans	95.0	96.7
Employer makes contribution	89.2	85.0
Contribution of 50%	38.9	23.9
Contribution of 100%	21.8	40.0
Cash Compensation for Wage Loss due to Illness	66.1	76.7
Employer makes contribution	59.2	64.9
Contribution of 50%	23.0	17.7
Contribution of 100%	13.9	28.7

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Non-ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufac- turing
%	%	%	%	%	%
35.6	7.0	35.5	69.2	20.6	30.8
31.7	45.9	38.6	22.3	57.9	42.8
32.7	47.1	25.9	8.5	21.5	26.4
99.2	99.9	89.8	99.6	98.8	97.3
98.7	99.9	98.2	100.0	99.9	97.2
96.5	97.4	94.3	100.0	94.1	91.9
0.3	0.7	1.9	—	0.3	2.9
1.9	1.8	2.0	—	5.5	2.4
82.2	92.2	75.6	98.9	83.7	61.2
14.9	7.0	9.8	87.3	25.0	7.5
62.4	83.7	58.3	11.5	56.4	47.4
4.9	1.5	7.5	0.1	7.3	6.3
28.0	34.2	20.5	83.7	32.3	18.1
26.8	12.7	19.8	3.0	26.3	16.5
1.2	21.5	0.7	80.7	6.0	1.6
11.9	1.2	11.4	0.7	12.2	9.3
42.6	90.0	71.8	12.8	62.3	77.1
43.9	6.7	10.8	86.3	21.1	9.2
1.3	1.7	5.4	0.1	3.6	2.6
70.3	89.4	68.4	96.4	88.6	78.9
29.0	0.9	17.2	1.5	26.7	8.4
5.5	15.2	11.8	33.6	10.8	17.8
14.3	61.8	19.5	58.6	26.4	25.5
2.9	4.3	1.8	1.4	3.8	2.9
25.6	2.0	5.3	9.7	16.0	7.6
42.7	9.5	40.2	76.2	60.7	48.9
87.1	93.8	83.2	98.7	92.7	71.0
77.9	90.7	73.8	97.7	89.6	64.3
29.2	19.8	39.7	8.1	34.1	39.5
27.1	41.8	13.6	19.4	38.2	13.9
96.3	98.6	94.1	99.7	98.0	86.4
87.4	96.0	83.1	79.7	94.3	84.1
36.8	74.4	48.0	4.1	38.3	45.0
9.9	12.6	5.2	4.3	30.6	18.2
31.0	91.9	63.1	69.6	59.6	63.3
29.6	77.2	54.6	53.6	53.9	55.4
17.4	35.9	32.1	0.7	20.5	20.9
7.2	36.7	5.9	48.7	18.9	23.9

Table 6. – MANUFACTURING – Canada – By Industry Group – Office Employees
– Concluded –

	Iron and Steel Products	Transportation Equipment
Hospitalization	%	%
Employer makes contribution	95.8	95.5
Contribution of 50%	83.7	86.9
Contribution of 100%	36.6	27.3
	19.6	39.8
Surgical Benefits	96.0	97.4
Employer makes contribution	84.4	90.0
Contribution of 50%	38.2	29.9
Contribution of 100%	18.3	40.1
Physicians' Services in Hospital	83.9	91.5
Employer makes contribution	74.0	84.4
Contribution of 50%	31.2	28.1
Contribution of 100%	17.4	39.1
Physicians' Home and Office Calls	52.2	83.1
Employer makes contribution	45.0	77.9
Contribution of 50%	19.5	24.1
Contribution of 100%	13.8	38.3
Major Medical (Catastrophe Insurance)	17.3	19.4
Employer makes contribution	15.7	11.0
Contribution of 50%	4.8	7.6
Contribution of 100%	1.6	0.4
Bonus and Profit Sharing Plans		
Bonus plan (year-end or Christmas)	30.6	13.3
Profit sharing plan	8.0	2.5
Basis of sharing stipulated	5.3	1.0
Industrial Medical Services		
Pre-placement medical examinations	47.1	73.4
Emergency care in establishment	67.1	82.4
Home visits by nurse	6.7	12.6
Periodic medical examinations:		
(1) of all employees	17.4	15.9
(2) of certain classes of employees only	27.5	52.2
Frequency of examinations:		
(1) annually	22.6	41.0
(2) more frequently than annually	9.0	6.7
(3) less frequently than annually	12.9	19.9
Survey Coverage	No.	No.
Reporting Units	838	625
Office Employees	36,473	37,964

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

— Concluded —

Non-ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing
82.5	99.2	95.4	91.9	94.3	93.3
69.0	72.4	79.3	90.0	88.9	79.8
30.1	55.0	47.8	30.2	39.7	46.5
8.8	11.9	6.8	—	9.4	19.7
93.2	96.0	95.0	99.8	90.3	86.3
81.7	70.5	81.0	97.8	86.1	77.6
47.9	53.6	49.5	33.2	37.6	47.2
7.8	12.3	6.8	0.7	9.2	17.2
84.9	90.4	86.9	62.7	84.3	73.1
75.7	64.6	73.5	60.4	78.8	65.1
43.5	49.1	42.8	9.0	33.5	38.6
7.3	10.2	6.5	—	6.7	16.1
53.1	51.3	65.6	55.4	45.9	33.9
51.0	49.7	53.8	36.4	39.9	30.6
38.7	42.8	28.4	9.0	21.9	19.2
6.2	3.2	5.4	—	2.6	6.0
6.8	26.7	22.2	29.3	40.6	21.6
6.6	25.0	12.5	8.5	22.6	20.3
1.5	23.0	3.4	0.3	12.7	17.1
3.1	2.0	1.2	7.6	—	—
41.2	8.3	49.4	2.0	33.5	44.3
2.0	7.1	2.5	0.3	4.7	14.9
2.0	5.1	1.8	0.3	3.2	14.1
77.2	67.9	54.4	79.1	75.0	46.5
83.2	92.0	66.5	82.1	78.2	59.5
14.8	13.8	16.0	40.8	25.7	16.6
57.0	24.2	38.0	37.1	50.5	14.8
21.8	35.7	10.2	20.5	11.9	19.2
39.6	34.0	25.1	17.9	40.1	20.2
11.5	2.9	0.7	2.7	7.4	3.3
24.2	21.3	13.7	29.8	10.7	13.4
No.	No.	No.	No.	No.	No.
187	184	241	55	335	192
10,622	24,143	5,076	5,964	18,773	4,271

Table 7. — MINING — Canada — Non-Office Employees

All the percentages in this table denote proportions of the total number of non-office employees covered by the Survey in the respective industrial groups. These coverage figures are shown at the end of the table.

	Metal Mining	Gold Mining (auriferous quartz only)	Other Metal Mining	Coal Mining
Standard Hours Per Week	%	%	%	%
Under 40 hours	—	—	—	—
40 hours	47.8	—	73.0	88.3
Over 40 hours	52.2	100.0	27.0	11.7
On a 5-day week	47.8	—	73.0	88.3
Vacations With Pay				
Two weeks:	93.9	94.7	93.5	99.5
After: Less than 3 years	34.2	13.8	45.0	99.5
3 years	6.4	1.7	8.9	—
More than 3 years	53.3	79.2	39.6	—
Three weeks:	49.9	3.5	74.5	4.0
After: Less than 15 years	3.8	0.9	5.3	2.4
15 years	40.7	1.2	61.6	1.6
More than 15 years	5.4	1.4	7.6	—
Four weeks:	28.4	2.1	42.3	—
After: 25 years	24.7	1.2	37.1	—
Other	3.7	0.9	5.2	—
Paid Statutory Holidays				
1 — 7	58.4	98.2	37.4	92.2
8	39.6	—	60.5	0.5
9	0.3	—	0.4	1.8
More than 9	—	—	—	1.5
Overtime Rates				
Time and one half	94.4	91.5	95.9	36.7
Other rates	5.6	8.5	4.1	63.2
No information or no payment	—	—	—	0.1
Conditions for premium rates:				
(1) any work outside regular hours	73.1	67.7	75.9	31.4
(2) only after standard week has been worked	13.9	9.5	16.3	5.8
Pension Plans	59.7	32.1	74.3	83.6
Employer makes contribution	59.7	32.1	74.3	81.6
Contribution of 50%	22.9	6.0	31.8	3.8
Contribution of 100%	23.0	1.1	34.5	77.0
Group Life Insurance Plans	92.9	92.8	92.9	8.8
Employer makes contribution	92.0	90.6	92.8	5.8
Contribution of 50%	53.7	24.4	69.1	3.8
Contribution of 100%	19.1	29.7	13.5	—
Cash Compensation for Wage Loss due to Illness	90.2	87.8	91.5	64.3
Employer makes contribution	84.4	76.6	88.5	60.7
Contribution of 50%	59.1	26.6	76.2	2.7
Contribution of 100%	3.3	8.5	0.7	—

Table 7. — MINING — Canada — Non-Office Employees

All the percentages in this table denote proportions of the total number of non-office employees covered by the Survey in the respective industrial groups. These coverage figures are shown at the end of the table.

	Metal Mining	Gold Mining (auriferous quartz only)	Other Metal Mining	Coal Mining
Hospitalization	%	%	%	%
Employer makes contribution	89.6	92.4	88.1	78.8
Contribution of 50%	86.9	88.0	86.4	51.5
Contribution of 100%	41.8	9.6	58.9	0.6
	2.7	—	4.1	—
Surgical Benefits	94.7	97.2	93.4	87.2
Employer makes contribution	92.4	95.5	90.7	51.5
Contribution of 50%	46.8	15.1	63.5	0.6
Contribution of 100%	0.7	0.8	0.7	—
Physicians' Services in Hospital	93.2	92.6	93.5	87.9
Employer makes contribution	90.4	87.8	91.8	51.5
Contribution of 50%	45.0	13.2	61.7	0.6
Contribution of 100%	1.5	2.2	1.1	—
Physicians' Home and Office Calls	83.2	75.7	87.2	87.8
Employer makes contribution	79.8	70.9	84.5	50.8
Contribution of 50%	41.4	12.8	56.5	—
Contribution of 100%	1.0	0.8	1.1	—
Major Medical (Catastrophe Insurance)	16.2	16.0	16.3	0.1
Employer makes contribution	15.3	16.0	15.0	0.1
Contribution of 50%	0.6	—	0.9	—
Contribution of 100%	—	—	—	—
Bonus and Profit Sharing Plans				
Bonus plan (year-end or Christmas)	22.4	2.0	33.2	—
Profit sharing plan	(1)	(1)	—	—
Basis of sharing stipulated	(1)	(1)	—	—
Industrial Medical Services				
Pre-placement medical examination	82.8	79.6	84.5	29.1
Emergency care in establishment	80.8	73.4	84.8	21.7
Home visits by nurse	4.2	3.0	4.8	6.7
Periodic medical examinations:				
(1) of all employees	54.2	47.7	57.6	—
(2) of certain classes of employees only	25.3	20.8	27.7	9.0
Frequency of examinations:				
(1) annually	74.2	66.3	78.3	6.9
(2) more frequently than annually	2.2	—	3.3	1.6
(3) less frequently than annually	1.3	—	2.7	—
Survey Coverage	No.	No.	No.	No.
Reporting units	121	49	72	43
Non-office employees	43,200	14,918	28,282	13,274

(1) Less than 0.1 per cent.

Table 8. — TRANSPORTATION — Canada — Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Air Transport		Railway Transport	
	Operating Employees	Others	Running Trades (1)	Others
			%	
Standard Hours Per Week				
Under 40 hours	—	—	—	—
40 hours	71.8	97.1	—	97.4
Over 40 hours	15.8	2.9	—	2.6
Unclassified	12.4	—	100.0	—
On a 5-day week	72.2	98.7	—	97.5
Vacations With Pay				
Two weeks:	87.6	99.7	100.0	100.0
After: Less than 3 years	85.8	98.1	—	5.4
3 years	—	1.5	99.6	92.0
More than 3 years	1.8	0.1	0.4	2.6
Three weeks:	70.4	89.3	100.0	97.5
After: Less than 15 years	11.2	1.3	—	0.7
15 years	59.2	88.0	100.0	96.8
More than 15 years	—	—	—	—
Four weeks:	9.3	0.4	—	—
After: 25 years	2.2	0.3	—	—
Other	7.1	0.1	—	—
Paid Statutory Holidays				
1 — 7	19.1	3.0	—	96.8
8	13.5	92.1	—	0.7
9	5.3	0.8	—	—
More than 9	7.5	4.1	—	—
Overtime Rates				
Time and one half	38.2	98.1	99.6	99.1
Other rates	15.0	1.8	—	0.9
No information or no payment	46.8	0.1	0.4	—
Conditions for premium rates:				
(1) any work outside regular hours	26.6	92.7	99.6	99.4
(2) only after standard week has been worked	9.7	5.3	—	0.6
Pension Plans	88.7	96.8	100.0	99.9
Employer makes contribution	88.7	96.2	100.0	98.4
Contribution of 50%	68.8	80.6	0.4	7.4
Contribution of 100%	0.2	—	—	—
Group Life Insurance Plans	98.3	99.3	—	99.9
Employer makes contribution	81.9	82.6	—	94.7
Contribution of 50%	19.6	8.9	—	94.6
Contribution of 100%	5.5	0.9	—	—
Cash Compensation for Wage Loss Due to Illness	30.9	6.7	—	98.5
Employer makes contribution	28.6	5.3	—	94.2
Contribution of 50%	15.8	2.4	—	94.1
Contribution of 100%	1.7	0.9	—	0.1

(1) Running trades have no standard work week, their hours on duty being dependent, in the main, upon mileage considerations. Also, paid statutory holidays are not granted to the running trades except in the case of certain yard employees.

Table 8. — TRANSPORTATION — Canada — Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

Services Incidental to Water Transport	Trucking		Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport	
	Operating Employees	Others	Operating Employees	Others	Operating Employees	Others
%	%	%	%	%	%	%
0.1	0.2	0.6	—	0.2	—	—
40.2	15.8	6.3	67.6	70.8	19.1	40.6
57.6	82.5	93.1	32.1	29.0	44.1	59.4
2.1	1.5	—	0.3	—	36.8	—
40.5	45.0	39.5	91.2	95.0	55.9	82.0
68.0	95.4	97.8	98.6	98.8	95.1	99.2
16.1	34.8	34.6	87.4	90.9	73.6	86.6
21.0	52.5	60.8	7.6	4.6	8.1	6.1
30.9	8.1	2.4	3.6	3.3	13.4	6.5
23.0	58.9	65.4	96.9	98.6	83.8	90.7
0.9	3.6	6.0	64.2	67.3	46.4	41.5
12.3	52.0	54.7	6.0	5.0	0.5	0.5
9.8	3.3	4.7	26.7	26.3	36.9	48.7
—	2.6	0.5	33.2	50.9	3.7	4.1
—	0.4	0.3	24.9	43.5	3.7	4.1
—	2.2	0.2	8.3	7.4	—	—
33.5	24.8	25.8	25.2	20.8	24.6	27.6
12.2	44.6	49.3	33.8	45.9	3.4	12.8
0.3	21.2	20.2	4.5	2.1	—	—
1.3	6.0	3.4	7.8	6.9	—	—
88.8	63.1	64.0	98.0	58.7	80.7	89.5
6.6	33.3	31.0	1.8	41.1	18.3	10.1
4.6	3.6	5.0	0.2	0.2	1.0	0.4
81.7	44.6	43.9	67.8	32.6	76.4	81.9
—	13.1	15.0	28.8	25.3	1.2	1.2
63.3	18.2	19.1	94.7	97.3	35.0	35.2
55.5	18.2	19.1	94.7	97.3	33.5	35.2
19.6	16.7	18.1	87.5	93.1	19.6	17.1
24.8	—	—	1.0	0.8	—	—
51.7	86.1	86.8	73.8	55.5	93.3	98.6
41.9	81.2	81.9	73.5	55.3	89.5	96.4
2.3	43.9	36.9	16.8	5.2	9.3	14.1
20.8	20.0	30.1	6.2	8.4	40.0	52.6
40.5	69.5	62.7	69.7	71.5	90.4	94.0
22.6	60.8	52.7	67.1	69.7	82.8	89.6
21.8	40.3	30.3	51.5	54.2	19.9	14.2
0.8	7.0	8.7	3.8	2.9	40.0	52.6

Table 8. - TRANSPORTATION - Canada - Non-Office Employees

— Concluded —

	Air Transport		Railway Transport	
	Operating Employees	Others	Running Trades	Other
Hospitalization	%	%	%	%
Employer makes contribution	83.6	83.6	44.9	99.9
Contribution of 50%	77.2	81.6	—	94.8
Contribution of 100%	57.2	70.1	—	94.7
Contribution of 100%	0.9	0.9	—	—
Surgical Benefits	96.6	96.3	44.9	99.9
Employer makes contribution	74.9	81.6	—	94.0
Contribution of 50%	51.2	70.1	—	93.9
Contribution of 100%	4.6	0.9	—	—
Physicians' Services in Hospital	92.5	96.2	44.9	99.2
Employer makes contribution	74.3	81.3	—	70.0
Contribution of 50%	50.6	69.8	—	69.9
Contribution of 100%	4.6	0.9	—	—
Physicians' Home and Office Calls	86.3	93.8	44.9	47.9
Employer makes contribution	72.3	78.8	—	35.6
Contribution of 50%	53.2	69.7	—	35.5
Contribution of 100%	3.7	—	—	—
Major Medical (Catastrophe Insurance)	47.4	72.7	—	2.8
Employer makes contribution	47.2	72.7	—	0.6
Contribution of 50%	37.7	63.9	—	0.6
Contribution of 100%	—	—	—	—
Bonus and Profit Sharing Plans				
Bonus plan (year-end or Christmas)	8.5	2.6	—	—
Profit sharing plan	—	—	—	—
Basis of sharing stipulated	—	—	—	—
Industrial Medical Services				
Pre-placement medical examination	56.2	77.4	99.6	99.7
Emergency care in establishment	57.0	77.5	99.6	78.6
Home visits by nurse	—	—	—	—
Periodic medical examinations:				
(1) of all employees	5.6	2.1	—	—
(2) of certain classes of employees only	57.4	78.8	99.6	50.7
Frequency of examinations:				
(1) annually	2.9	1.5	44.9	49.2
(2) more frequently than annually	16.4	7.1	—	—
(3) less frequently than annually	47.4	72.3	54.7	1.5
Survey Coverage	No.		No.	
Reporting units	63		29	
Non-Office Employees	3,178	7,547	30,709	95,333

Table 8. — TRANSPORTATION — Canada — Non-Office Employees

— Concluded —

Services Incidental to Water Transport	Trucking		Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport	
	Operating Employees	Others	Operating Employees	Others	Operating Employees	Others
%	%	%	%	%	%	%
43.4	76.9	84.0	82.1	88.7	87.3	91.8
12.7	59.0	60.3	50.6	59.9	68.5	77.7
6.7	30.2	32.0	35.3	45.7	6.1	4.4
5.9	8.0	9.8	2.1	1.1	36.4	48.5
63.4	84.0	83.7	96.6	97.7	97.0	97.8
33.3	72.1	67.3	65.0	67.4	83.1	88.2
12.0	46.8	42.9	48.4	52.4	20.6	15.0
21.2	7.3	9.6	0.3	—	36.4	48.5
63.2	65.6	69.0	98.0	98.4	98.7	98.3
33.1	51.7	49.4	65.3	67.4	80.9	85.2
11.9	35.1	36.6	48.3	52.4	19.3	13.0
21.1	3.8	2.3	0.7	—	36.4	48.5
38.4	42.8	47.9	93.7	97.3	40.6	27.9
27.7	34.5	37.7	78.7	92.4	33.7	22.2
6.6	28.3	32.0	38.3	51.4	18.4	12.5
21.1	0.4	0.6	31.8	34.2	3.6	4.0
2.9	17.2	22.1	—	—	10.3	20.4
0.7	14.6	18.4	—	—	8.8	20.4
0.7	14.2	18.0	—	—	2.9	8.1
—	0.4	0.4	—	—	—	—
5.0	17.9	11.7	3.0	1.4	10.6	5.0
0.1	1.9	0.9	—	—	1.6	0.1
0.1	1.9	0.9	—	—	1.6	0.1
2.2	9.6	18.5	82.3	87.8	27.7	14.6
2.9	19.9	22.8	75.5	83.4	15.5	4.9
—	—	—	15.3	9.1	—	—
1.9	0.7	1.1	4.8	3.8	3.6	4.1
0.1	10.9	19.5	44.5	59.2	57.0	61.7
2.8	2.2	1.3	2.9	2.1	49.9	63.7
0.1	0.2	0.1	0.2	0.2	7.4	5.3
1.1	7.1	14.4	21.9	17.3	8.8	0.4
No.	No.		No.		No.	
68	281		48		41	
9,442	9,518	3,827	11,450	5,458	2,271	936

Table 9. — TRANSPORTATION — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Air Transport	Railway Transport
	%	%
Standard Hours Per Week		
Under 37½ hours	2.3	—
37½ hours	86.2	19.9
Over 37½ hours	11.5	80.1
On a 5-day week	98.5	100.0
Vacations with Pay		
Two weeks:	99.5	100.0
After: Less than 3 years	99.2	64.4
3 years	—	35.5
More than 3 years	0.3	0.1
Three weeks:	91.3	100.0
After: Less than 15 years	10.8	0.8
15 years	80.5	99.2
More than 15 years	—	—
Four weeks:	2.3	0.9
After: 25 years	0.4	—
Other	1.9	0.9
Paid Statutory Holidays		
1 — 7	3.8	100.0
8	92.0	—
9	0.7	—
More than 9	3.5	—
Overtime Compensation	98.5	99.1
Compensating time off	77.9	33.8
Extra Monetary Payment		
at straight time	—	—
at time and one-half	19.9	65.3
Other (incl. flat rate of fixed amount per hour)	0.1	—
Transportation allowance	2.1	16.5
Meal allowance	77.4	33.8
Pension Plans	95.4	99.9
Employer makes contribution	95.1	74.2
Contribution of 50%	83.3	8.0
Contribution of 100%	0.4	—
Group Life Insurance Plans	99.6	100.0
Employer makes contribution	83.7	62.6
Contribution of 50%	7.4	62.5
Contribution of 100%	2.6	—
Cash Compensation for Wage Loss Due to Illness	9.2	82.6
Employer makes contribution	6.3	62.6
Contribution of 50%	3.3	62.4
Contribution of 100%	1.0	0.1

Table 9. — TRANSPORTATION — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

Services Incidental to Water Transport	Trucking	Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport
%	%	%	%
20.9	18.1	49.2	8.0
30.8	20.4	49.0	60.7
48.3	61.5	1.8	31.3
44.3	78.1	98.8	80.7
71.8	98.5	99.4	98.4
70.8	90.4	99.2	94.6
0.7	7.3	—	0.6
0.3	0.8	0.2	3.2
82.4	45.9	99.2	85.4
70.7	12.0	75.5	33.7
11.6	33.7	1.7	—
0.1	0.2	22.0	51.7
21.2	1.3	27.5	4.2
20.3	0.4	24.9	4.2
0.9	0.9	2.6	—
46.6	13.8	0.5	13.1
11.5	41.6	27.8	67.3
7.4	34.4	0.9	11.2
27.8	7.5	70.7	5.7
76.3	67.8	98.8	94.6
31.3	9.0	25.8	11.0
3.7	19.0	23.3	55.7
5.5	25.8	48.7	24.5
8.3	0.4	—	—
4.5	3.5	46.7	6.6
61.5	25.4	49.2	59.2
94.3	46.3	98.9	81.5
87.4	46.3	98.9	81.1
57.5	41.8	97.7	68.4
2.1	—	0.3	—
77.9	87.2	74.8	94.0
67.8	78.1	74.6	92.0
23.9	42.6	3.4	13.0
19.6	20.0	2.7	55.7
9.3	60.8	24.8	85.6
6.9	51.1	24.4	80.3
2.7	33.9	1.1	12.7
0.9	4.4	22.7	51.5

Table 9 - TRANSPORTATION - Canada - Office Employees

- Concluded -

	Air Transport	Railway Transport
Hospitalization	89.8	100.0
Employer makes contribution	86.1	62.6
Contribution of 50%	76.4	62.5
Contribution of 100%	1.8	-
Surgical Benefits	99.1	100.0
Employer makes contribution	86.2	62.3
Contribution of 50%	75.7	62.2
Contribution of 100%	2.6	-
Physicians' Services in Hospital	93.5	99.7
Employer makes contribution	80.9	52.2
Contribution of 50%	70.8	52.0
Contribution of 100%	2.5	-
Physicians' Home and Office Calls	90.7	53.2
Employer makes contribution	78.3	7.8
Contribution of 50%	70.3	7.6
Contribution of 100%	1.6	-
Major Medical (Catastrophe Insurance)	73.3	25.7
Employer makes contribution	72.3	0.8
Contribution of 50%	65.3	0.8
Contribution of 100%	0.9	-
Bonus and Profit Sharing Plans		
Bonus plan (year-end or Christmas)	3.3	0.8
Profit sharing plan	-	-
Basis of sharing stipulated	-	-
Industrial Medical Services		
Pre-placement medical examination	82.5	99.7
Emergency care in establishment	79.7	92.3
Home visits by nurse	-	-
Periodic medical examinations:		
(1) of all employees	1.9	-
(2) of certain classes of employees only	82.9	28.7
Frequency of examinations:		
(1) annually	1.8	27.4
(2) more frequently than annually	9.6	-
(3) less frequently than annually	74.2	1.3
Survey Coverage	No.	No.
Reporting Units	63	29
Office Employees	3,786	36,420

Table 9. - TRANSPORTATION - Canada - Office Employees

- Concluded -

Services Incidental to Water Transport	Trucking	Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport
%	%	%	%
66.2	76.4	54.5	90.7
31.0	58.1	29.9	76.5
21.7	32.7	25.4	7.3
3.1	5.9	0.8	51.5
68.1	86.5	98.9	97.0
38.9	72.0	74.5	87.0
31.2	48.3	25.0	17.7
1.5	5.7	44.8	51.5
67.1	74.8	99.2	99.1
37.0	58.3	74.7	85.2
32.2	41.6	25.0	16.7
1.5	2.2	44.9	51.5
34.8	50.5	96.9	29.2
19.2	39.7	93.7	19.3
18.0	32.4	23.0	14.8
1.2	0.9	68.3	-
16.0	22.1	-	13.2
2.3	17.3	-	12.8
1.4	17.0	-	4.9
-	0.3	-	-
45.1	34.1	1.5	10.5
2.6	1.6	-	0.4
2.6	1.6	-	0.4
4.0	14.1	95.6	18.4
5.4	21.4	92.3	6.5
-	-	44.8	-
3.6	0.3	2.9	4.2
3.7	14.9	70.1	63.8
5.8	2.7	1.1	64.4
-	0.2	-	7.3
1.5	9.7	47.2	1.2
No.	No.	No.	No.
68	281	48	41
1,509	3,543	4,873	756

Table 10. — PUBLIC UTILITIES AND COMMUNICATION — Canada — Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Electric Power, Gas and Water Utilities	Telephone Communication
Standard Hours Per Week	%	%
Under 40 hours	—	5.7
40 hours	82.9	92.0
Over 40 hours	17.1	2.3
On a 5-day week	94.3	100.0
Vacations with Pay		
Two weeks:	90.2	87.8
After: Less than 3 years	84.4	87.8
3 years	3.7	—
More than 3 years	2.1	—
Three weeks:	92.1	96.1
After: Less than 15 years	61.9	38.1
15 years	16.9	58.0
More than 15 years	13.3	—
Four weeks:	58.1	77.2
After: 25 years	39.8	7.1
Other	18.3	70.1
Paid Statutory Holidays		
1 — 7	3.1	—
8	14.0	51.7
9	58.2	36.3
More than 9	18.8	10.6
Overtime Rates		
Time and one half	96.3	99.9
Other rates	2.6	0.1
No information or no payment	1.1	—
Conditions for premium rates:		
(1) Any work outside regular hours	89.7	91.9
(2) Only after standard week has been worked	7.1	7.0
Pension Plans	97.8	98.4
Employer makes contribution	94.7	98.4
Contribution of 50%	39.4	22.4
Contribution of 100%	1.6	75.1
Group Life Insurance Plans	98.6	85.7
Employer makes contribution	87.1	84.6
Contribution of 50%	22.6	52.6
Contribution of 100%	11.3	4.2
Cash Compensation for Wage Loss Due to Illness	67.8	33.0
Employer makes contribution	59.1	31.8
Contribution of 50%	8.3	2.3
Contribution of 100%	42.7	28.5

Table 10. - PUBLIC UTILITIES AND COMMUNICATION - Canada - Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Electric Power, Gas and Water Utilities	Telephone Communication
Hospitalization	%	%
Employer makes contribution	86.7	69.7
Contribution of 50%	79.0	10.2
Contribution of 100%	20.4	3.9
	6.1	5.2
Surgical Benefits	93.5	92.9
Employer makes contribution	83.6	6.5
Contribution of 50%	23.7	3.8
Contribution of 100%	8.0	1.1
Physicians' Services in Hospital	88.9	93.0
Employer makes contribution	78.5	6.7
Contribution of 50%	21.3	4.0
Contribution of 100%	8.0	1.1
Physicians' Home and Office Calls	79.3	43.3
Employer makes contribution	69.4	3.2
Contribution of 50%	13.9	1.7
Contribution of 100%	8.4	-
Major Medical (Catastrophe Insurance)	46.3	(1)
Employer makes contribution	44.3	(1)
Contribution of 50%	0.8	-
Contribution of 100%	36.7	(1)
Bonus and Profit Sharing Plans		
Bonus plan (year-end or Christmas)	2.7	-
Profit sharing plan	(1)	-
Basis of sharing stipulated	(1)	-
Industrial Medical Services		
Pre-placement medical examination	74.9	67.6
Emergency care in establishment	63.1	58.0
Home visits by nurse	39.3	58.0
Periodic medical examinations:		
(1) of all employees	1.3	44.8
(2) of certain classes of employees only	50.5	24.5
Frequency of examinations:		
(1) annually	13.5	4.1
(2) more frequently than annually	0.7	-
(3) less frequently than annually	6.3	58.0
	No.	No.
Survey Coverage		
Reporting Units	162	47
Non-Office Employees	32,116	32,225

(1) Less than 0.1 per cent.

Table 11. — PUBLIC UTILITIES AND COMMUNICATION — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Electric Power, Gas and Water Utilities	Telephone Communication
Standard Hours Per Week	%	%
Under 37½ hours	31.6	1.1
37½ hours	61.0	93.4
Over 37½ hours	7.4	5.5
On a 5-day week	98.9	100.0
Vacations With Pay		
Two weeks:	93.8	93.6
After: Less than 3 years	93.7	93.6
3 years	0.1	—
More than 3 years	—	—
Three weeks:	98.6	99.0
After: Less than 15 years	65.9	18.8
15 years	15.4	80.2
More than 15 years	17.3	—
Four weeks:	63.9	90.1
After: 25 years	45.0	4.7
Other	18.9	85.4
Paid Statutory Holidays		
1 — 7	0.1	—
8	13.1	75.7
9	52.6	10.8
More than 9	31.9	13.5
Overtime Compensation	90.4	99.4
Compensating time off	10.0	0.8
Extra monetary payment		
at straight time	12.1	4.2
at time and one-half	67.4	89.8
Other (incl. flat rate of fixed amount per hour)	0.1	—
Transportation allowance	—	—
Meal allowance	67.4	16.2
Pension Plans	99.3	99.8
Employer makes contribution	93.2	99.8
Contribution of 50%	33.2	12.0
Contribution of 100%	0.6	87.4
Group Life Insurance Plans	98.4	90.9
Employer makes contribution	86.5	90.5
Contribution of 50%	19.9	76.4
Contribution of 100%	14.1	1.8
Cash Compensation for Wage Loss Due to Illness	62.8	15.5
Employer makes contribution	57.6	15.1
Contribution of 50%	4.3	0.8
Contribution of 100%	48.7	14.1

Table 11. — PUBLIC UTILITIES AND COMMUNICATION — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Electric Power, Gas and Water Utilities	Telephone Communication
Hospitalization	%	%
Employer makes contribution	90.7	86.1
Contribution of 50%	19.8	1.1
Contribution of 100%	9.2	2.2
Surgical Benefits	93.4	95.2
Employer makes contribution	84.5	1.9
Contribution of 50%	22.4	1.1
Contribution of 100%	9.2	0.4
Physicians' Services in Hospital	91.3	95.4
Employer makes contribution	81.4	2.1
Contribution of 50%	22.3	1.3
Contribution of 100%	9.2	0.4
Physicians' Home and Office Calls	74.9	20.9
Employer makes contribution	66.1	0.8
Contribution of 50%	10.3	0.4
Contribution of 100%	7.1	—
Major Medical (Catastrophe Insurance)	48.5	0.1
Employer makes contribution	46.9	0.1
Contribution of 50%	0.4	—
Contribution of 100%	40.1	0.1
Bonus and Profit Sharing Plans		
Bonus plan (year-end or Christmas)	2.4	—
Profit sharing plan	(1)	—
Basis of sharing stipulated	(1)	—
Industrial Medical Services		
Pre-placement medical examination	78.2	78.8
Emergency care in establishment	64.5	73.5
Home visits by nurse	39.8	73.5
Periodic medical examinations:		
(1) of all employees	0.6	67.8
(2) of certain classes of employees only	55.6	11.9
Frequency of examinations:		
(1) annually	16.2	1.8
(2) more frequently than annually	0.8	—
(3) less frequently than annually	2.1	73.5
Survey Coverage	No.	No.
Reporting units	162	47
Office employees	17,598	21,828

(1) Less than 0.1 per cent.

Table 12. – SERVICE – Canada – Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Hotels	Restaurants	Laundries and Dry Cleaning
	%	%	%
Standard Hours Per Week			
Under 40 hours	—	2.1	0.5
40 hours	49.0	16.9	33.9
Over 40 hours	51.0	81.0	65.6
On a 5-day week	48.6	21.7	68.1
Vacations with Pay			
Two weeks:.....	93.1	75.3	79.6
After: Less than 3 years	60.0	54.7	32.7
3 years	29.4	9.3	21.9
More than 3 years	3.7	11.3	25.0
Three weeks:	52.4	30.0	28.9
After: Less than 15 years	11.5	15.0	7.5
15 years	40.7	0.4	10.3
More than 15 years	0.2	14.6	11.1
Four weeks:	1.0	15.8	2.0
After: 25 years	—	9.7	0.7
Other	1.0	6.1	1.3
Paid Statutory Holidays			
1 – 7	70.0	47.4	38.9
8	9.0	6.9	21.4
9	4.9	7.7	19.3
More than 9	0.7	5.8	2.0
Overtime Rates			
Time and one half	72.6	50.2	74.9
Other rates	21.6	40.7	16.2
No information or no payment	5.8	9.1	8.9
Conditions for premium rates:			
(1) Any work outside regular hours	58.6	28.3	44.1
(2) Only after standard week has been worked	12.3	22.4	23.9
Pension Plans	50.9	42.3	15.9
Employer makes contribution	47.7	41.0	14.8
Contribution of 50%	10.3	33.9	5.7
Contribution of 100%	0.2	0.6	0.6
Group Life Insurance Plans	71.9	47.6	56.6
Employer makes contribution	68.7	43.6	53.9
Contribution of 50%	51.4	21.7	35.2
Contribution of 100%	2.6	1.6	2.6
Cash Compensation for Wage Loss Due to Illness	64.7	17.3	48.8
Employer makes contribution	60.2	10.7	39.9
Contribution of 50%	46.4	6.2	24.3
Contribution of 100%	1.5	2.8	1.3

Table 12. — SERVICE — Canada — Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Hotels	Restaurants	Laundries and Dry Cleaning
Hospitalization	%	%	%
Employer makes contribution	69.1	57.2	67.8
Contribution of 50%	52.2	42.5	31.4
Contribution of 100%	38.7	21.5	15.0
	2.3	3.6	4.7
Surgical Benefits	66.2	50.4	54.0
Employer makes contribution	55.3	39.2	34.0
Contribution of 50%	42.3	18.9	18.0
Contribution of 100%	3.1	3.2	4.5
Physicians' Services in Hospital	61.9	49.9	52.6
Employer makes contribution	50.1	38.8	29.8
Contribution of 50%	41.9	18.7	14.6
Contribution of 100%	3.6	3.2	4.5
Physicians' Home and Office Calls	31.4	20.3	30.7
Employer makes contribution	18.0	17.3	18.3
Contribution of 50%	13.1	9.4	6.7
Contribution of 100%	2.2	3.2	4.9
Major Medical (Catastrophe Insurance)	2.1	2.4	1.6
Employer makes contribution	0.4	2.4	1.1
Contribution of 50%	0.2	2.4	0.3
Contribution of 100%	0.2	—	0.8
Bonus and Profit Sharing Plans			
Bonus plan (year-end or Christmas)	27.5	38.1	36.0
Profit sharing plan	0.8	1.3	2.0
Basis of sharing stipulated	—	0.4	2.0
Industrial Medical Services			
Pre-placement medical examinations	21.0	15.0	6.9
Emergency care in establishment	33.6	11.2	25.1
Home visits by nurse	0.1	5.5	0.6
Periodic medical examinations:			
(1) of all employees	1.7	12.7	2.1
(2) of certain classes of employees only ...	9.8	3.7	3.1
Frequency of examinations:			
(1) annually	11.1	9.9	3.2
(2) more frequently than annually	0.1	9.0	0.8
(3) less frequently than annually	—	0.1	0.2
Survey Coverage	No.	No.	No.
Reporting Units	197	273	164
Non-Office Employees	15,581	12,373	11,655

Table 13. — TRADE — Canada — Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Wholesale Trade	Retail Trade	
		Sales Employees	Others (1)
Standard Hours Per Week	%	%	%
Under 40 hours	6.5	16.7	16.0
40 hours	53.5	37.1	58.1
Over 40 hours	40.0	46.1	25.8
On a 5-day week	76.0	74.7	79.9
Vacations with Pay			
Two weeks:	96.3	98.8	97.1
After: Less than 3 years	82.7	95.2	91.5
3 years	7.7	0.9	1.5
More than 3 years	5.9	2.7	4.1
Three weeks:	65.2	89.0	84.9
After: Less than 15 years	30.5	44.9	50.3
15 years	20.5	36.8	28.7
More than 15 years	14.2	7.3	5.9
Four weeks:	22.1	48.9	66.6
After: 25 years	7.5	37.1	60.4
Other	14.6 (2)	11.8	6.2
Paid Statutory Holidays			
1 — 7	11.9	10.1	8.9
8	29.7	22.8	23.8
9	39.2	41.6	40.7
More than 9	10.3	15.2	18.6
Overtime Rates			
Time and one half	70.1	(3)	(3)
Other rates	17.6	(3)	(3)
No information or no payment	12.3	(3)	(3)
Conditions for premium rates:			
(1) Any work outside regular hours	52.5	(3)	(3)
(2) Only after standard week has been worked	15.9	(3)	(3)
Pension Plans	77.1	88.4	85.8
Employer makes contribution	72.6	80.8	70.5
Contribution of 50%	33.8	32.3	18.5
Contribution of 100%	12.8	27.4	30.4
Group Life Insurance Plans	91.1	82.8	84.7
Employer makes contribution	81.8	65.5	64.0
Contribution of 50%	27.6	14.7	13.9
Contribution of 100%	14.0	18.2	23.1
Cash Compensation for Wage Loss Due to Illness	50.0	29.0	20.9
Employer makes contribution	43.3	22.7	16.3
Contribution of 50%	16.3	7.7	9.8
Contribution of 100%	17.9	9.4	4.3

(1) Non-office employees other than sales staff.

(2) Mostly 20 years' service.

Table 13. - TRADE - Canada - Non-Office Employees

All percentages in this table denote proportions of the total number of non-office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Wholesale Trade	Retail Trade	
		Sales Employees	Others (1)
Hospitalization	%	%	%
Employer makes contribution	77.2	89.8	90.6
Contribution of 50%	55.2	51.3	45.1
Contribution of 100%	26.2	13.3	12.6
Contribution of 100%	11.0	14.0	9.0
Surgical Benefits	82.3	82.3	80.1
Employer makes contribution	60.1	49.0	32.1
Contribution of 50%	31.2	13.4	12.5
Contribution of 100%	10.6	15.0	9.1
Physicians' Services in Hospital	72.2	67.8	78.3
Employer makes contribution	50.0	34.6	29.8
Contribution of 50%	26.6	12.6	10.5
Contribution of 100%	8.9	14.9	13.8
Physicians' Home and Office Calls	49.2	28.6	34.4
Employer makes contribution	34.4	14.0	16.6
Contribution of 50%	19.1	4.7	5.3
Contribution of 100%	5.8	7.0	8.1
Major Medical (Catastrophe Insurance)	8.9	8.7	5.4
Employer makes contribution	4.3	7.0	3.7
Contribution of 50%	1.6	1.3	1.8
Contribution of 100%	0.6	0.7	1.8
Bonus and Profit Sharing Plans			
Bonus plan (year-end or Christmas)	41.6	(3)	(3)
Profit sharing plan	10.7	(3)	(3)
Basis of sharing stipulated	9.2	(3)	(3)
Industrial Medical Services			
Pre-placement medical examinations	23.2	35.2	26.6
Emergency care in establishment	22.4	40.6	55.8
Home visits by nurse	2.9	24.7	34.3
Periodic medical examinations:			
(1) of all employees	9.9	8.3	10.3
(2) of certain classes of employees only	4.9	18.4	11.1
Frequency of examinations:			
(1) annually	6.5	14.1	8.2
(2) more frequently than annually	1.4	2.3	2.1
(3) less frequently than annually	7.2	2.8	2.3
Survey Coverage	No.	No.	No.
Reporting Units	1,189	1,327	1,327
Non-Office Employees	31,927	75,868	40,862

(3) Not available for Retail Trade.

Table 14. — TRADE — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Wholesale Trade	Retail Trade
Standard Hours Per Week	%	%
Under 37½ hours	26.3	6.0
37½ hours	35.1	18.6
Over 37½ hours	38.6	75.4
On a 5-day week	89.9	87.4
Vacations with Pay		
Two weeks:	98.7	99.1
After: Less than 3 years	96.6	96.9
3 years	0.2	0.4
More than 3 years	1.9	1.8
Three weeks:	81.7	88.4
After: Less than 15 years	36.9	54.9
15 years	32.4	26.7
More than 15 years	12.4	6.8
Four weeks:	32.6	67.7
After: 25 years	12.0	63.3
Other	20.6 (1)	4.4
Paid Statutory Holidays		
1 — 7	9.1	8.8
8	40.9	21.3
9	36.1	46.4
More than 9	8.0	19.7
Overtime Compensation	83.2	(2)
Compensating time off	2.7	(2)
Extra monetary payment		
at straight time	15.0	(2)
at time and one-half	46.3	(2)
Other (incl. flat rate or fixed amount per hour)	5.1	(2)
Transportation allowance	3.6	(2)
Meal allowance	41.3	(2)
Pension Plans	88.9	88.1
Employer makes contribution	85.2	70.9
Contribution of 50%	31.5	21.3
Contribution of 100%	15.6	26.1
Group Life Insurance Plans	96.0	87.0
Employer makes contribution	88.4	63.9
Contribution of 50%	33.0	14.2
Contribution of 100%	17.6	19.0
Cash Compensation for Wage Loss Due to Illness	49.0	20.9
Employer makes contribution	43.0	14.0
Contribution of 50%	15.4	7.5
Contribution of 100%	16.6	3.4

(1) Mostly 20 years' service.

Table 14. — TRADE — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Wholesale Trade	Retail Trade
Hospitalization		%
Employer makes contribution.....	83.0	88.2
Contribution of 50%.....	29.3	12.6
Contribution of 100%.....	9.9	5.7
Surgical Benefits	87.5	82.2
Employer makes contribution.....	68.2	29.9
Contribution of 50%.....	33.1	11.4
Contribution of 100%.....	10.0	6.7
Physicians' Services in Hospital	75.0	79.3
Employer makes contribution.....	55.7	25.8
Contribution of 50%.....	28.7	9.8
Contribution of 100%.....	8.4	10.2
Physicians' Home and Office Calls	54.3	32.3
Employer makes contribution.....	41.8	12.6
Contribution of 50%.....	21.3	4.7
Contribution of 100%.....	6.5	5.6
Major Medical (Catastrophe Insurance)	16.1	6.5
Employer makes contribution.....	11.7	4.0
Contribution of 50%.....	6.8	1.4
Contribution of 100%.....	0.3	1.2
Bonus and Profit Sharing Plans		
Bonus plan (year-end or Christmas)	33.9	(2)
Profit sharing plan	7.7	(2)
Basis of sharing stipulated	6.9	(2)
Industrial Medical Services		
Pre-placement medical examination	35.2	26.4
Emergency care in establishment	23.9	56.5
Home visits by nurse	4.1	35.6
Periodic medical examinations:		
(1) of all employees	11.4	11.0
(2) of certain classes of employees only	10.3	15.6
Frequency of examinations:		
(1) annually	13.5	8.7
(2) more frequently than annually	1.7	4.2
(3) less frequently than annually	7.0	3.4
Survey Coverage	No.	No.
Reporting Units	1,189	1,327
Office Employees	33,655	26,441

(2) Not available for Retail Trade.

Table 15. — FINANCE AND INSURANCE — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Banks	Life Insurance (1)
	%	%
Standard Hours Per Week		
Under 37½ hours	51.9	64.8
37½ hours	1.7	35.1
Over 37½ hours	46.4	0.1
On a 5-day week	100.0	100.0
Vacations With Pay		
Two weeks:	98.3	100.0
After: Less than 3 years	93.3	100.0
3 years	—	—
More than 3 years	—	—
Three weeks:	99.8	99.3
After: Less than 15 years	1.7	19.5
15 years	70.5	74.6
More than 15 years	27.6	5.2
Four weeks:	—	84.6
After: 25 years	—	63.0
Other	—	21.6
Paid Statutory Holidays		
1 — 7	—	14.2
8	2.9	18.9
9	43.2	20.1
More than 9	53.9	46.8
Overtime Compensation	82.3	98.0
Compensating time off	—	—
Extra monetary payment		
at straight time	1.7	41.9
at time and one-half	77.7	0.9
Other (incl. flat rate of fixed amount per hour)	—	27.1
Transportation allowance	—	17.3
Meal allowance	43.7	79.7
Pension Plans	100.0	100.0
Employer makes contribution	78.7	98.2
Contribution of 50%	6.6	21.8
Contribution of 100%	23.7	26.1
Group Life Insurance Plans	100.0	98.9
Employer makes contribution	100.0	74.2
Contribution of 50%	47.6	25.7
Contribution of 100%	—	6.9
Cash Compensation for Wage Loss Due to Illness	—	23.8
Employer makes contribution	—	14.8
Contribution of 50%	—	—
Contribution of 100%	—	5.0

(1) Head Offices only.

Table 15. — FINANCE AND INSURANCE — Canada — Office Employees

All percentages in this table denote proportions of the total number of office employees covered by the Survey. These coverage figures are shown at the end of the table.

	Banks	Life Insurance (1)
Hospitalization	%	%
Employer makes contribution	100.0	100.0
Contribution of 50%	93.5	83.2
Contribution of 100%	49.0	34.1
Contribution of 100%	—	—
Surgical Benefits	100.0	100.0
Employer makes contribution	93.5	83.2
Contribution of 50%	49.0	34.1
Contribution of 100%	—	—
Physicians' Services in Hospital	87.7	78.7
Employer makes contribution	81.2	66.9
Contribution of 50%	38.4	29.7
Contribution of 100%	—	—
Physicians' Home and Office Calls	9.7	63.7
Employer makes contribution	9.7	54.5
Contribution of 50%	—	28.0
Contribution of 100%	—	—
Major Medical (Catastrophe Insurance)	47.5	79.6
Employer makes contribution	47.5	65.6
Contribution of 50%	21.3	28.9
Contribution of 100%	—	—
Bonus and Profit Sharing Plans		
Bonus plan (year-end or Christmas)	91.5	45.5
Profit sharing plan	—	—
Basis of sharing stipulated	—	—
Industrial Medical Services		
Pre-placement medical examination	72.4	85.3
Emergency care in establishment	39.8	82.1
Home visits by nurse	1.4	31.8
Periodic medical examinations:		
(1) of all employees	1.7	53.2
(2) of certain classes of employees only	—	13.7
Frequency of examinations:		
(1) annually	—	31.4
(2) more frequently than annually	—	—
(3) less frequently than annually	1.7	28.5
Survey Coverage	No.	No.
Reporting units	11	29
Office Employees	57,836	13,034

